

FINANCIAL TIMES

Emu criteria

Euro's strength will not depend on low deficits

Europe, Page 20

World Business Newspaper <http://www.FT.com>

Gazprom's accounts

The story behind the big numbers

Page 26

Global Custody

Growth and glamour from new ideas

Today's survey, Separate section

TOMORROW'S Weekend FT

Voyage into the void

Nato troops kill Bosnian war crimes suspect

Nato troops in Bosnia shot dead a former Bosnian Serb police chief charged with war crimes and seized another suspect in dramatic "snatch" operations to bring accused war criminals out of the country for trial. The operations, which involved British troops, were the first known attempt by Nato soldiers to use force to arrest suspects there. Nato leaders had been frustrated that while a war crimes tribunal had indicted more than 70 people, only a handful had appeared before it. Page 22

The European Commission agreed that Estonia and Slovenia should join Cyprus, the Czech Republic, Hungary and Poland in the first wave of countries negotiating to join the European Union. Page 2; East side story and Observer, Page 21

Aid move for Alitalia: The European Commission is to approve a £2.75bn (\$1.6bn) injection of state aid to struggling Italian airline Alitalia. Brussels hopes the decision will be the last in a long saga of state assistance claims by European flag carriers. Page 3

GEC and Finmeccanica agree link-ups: Britain's General Electric Company and Finmeccanica, the Italian state-controlled holding company, yesterday agreed to pool elements of their defence businesses. Page 23; Lex, Page 22

ValuJet name to go: The ValuJet name, still associated in the minds of Americans with an airline disaster that killed 110 people last year, is to disappear after a decision by the company to merge with AirWays Corp, parent of the Florida-based AirTran Airways. Page 23

The Bank of England raised interest rates for the third successive month, prompting business groups to blame chancellor Gordon Brown for letting consumers off too lightly in last week's Budget. Page 7; Lex, Page 22

Libya to defy sanctions: Libya warned it would no longer abide by United Nations sanctions in force for five years, after the UN Security Council renewed an air embargo without a 15-member consensus.

Rushdie urges action against Iran: British author Salman Rushdie (left), under an Iranian death sentence for alleged blasphemy over his book *The Satanic Verses*, praised Washington's hard line against Iran and urged Europeans to stand up to the regime. Amid signs of deteriorating relations between Tehran and Europe, Mr Rushdie told French politicians that Iran operates "a terrorist network ready to execute orders handed down from on high".

Morgan Stanley targets internet: Morgan Stanley, Dean Witter, Discover, the recently merged financial services group, may start a direct banking business over the internet using the Discover credit card brand name. Page 22

Izuzu, the Japanese commercial vehicle manufacturer, has been given a worldwide mandate to develop diesel engines for General Motors, the US carmaker. Page 24

US doubts on new HK laws: The US has stressed grave reservations about new laws passed by Hong Kong's post-colonial legislature and its doubts about changes to electoral rules for polls planned for next year. Page 5

Russian power chiefs sacked: Two of Russia's most powerful Soviet-era provincial electricity chiefs have been dismissed, with president Boris Yeltsin expected to point to the move as proof his administration is keeping its pledge to crack down on mismanagement. Page 3; Gazprom penalties. Page 23; Lex, Page 22

Refugee crisis for Colombia: Colombia's internal refugee problem is worsening as thousands flee their homes because of threats and killings. Nearly a million Colombians have been displaced by violence in the last 12 years. Page 6

US president Bill Clinton told thousands of cheering Poles in Warsaw that the century was ending with a "new Europe, undivided, democratic and at peace", as he congratulated Poland on being invited to start talks on joining Nato.

FT.com: the FT web site provides online news, comment and analysis at <http://www.FT.com>

STOCK MARKET INDEXES

New York Comex Dow Jones Ind Av 7057.13 (+14.70) NASDAQ Composite 1495.13 (-1.45)

Europe and Far East CAC40 2023.00 (-21.47) DAX 3082.33 (-53.48) FTSE 100 4767.2 (-6.4) Nikkei 12754.78 (-57.61)

U.S. DOLLAR

New York Interbank 2 1.087 DM 1.78275

London 2 1.0875000000000001 DM 1.78275

EURO

FED 1.5261 SF 1.49122 V 1.113365

Yen 1.571% London 2 1.0877 DM 1.7819

London 2 1.0877 DM 1.7819

OTHER RATES

UK 3-mo interbank 6.81% 7/4

UK 10 yr Gilt 10.1% 10/14

France 10 yr OAT 12.44% 10/17.78

Germany 10 yr Bond 15.12% 10/3.38

Japan 10 yr JGB 104.9336 (104.2225)

EUROPEAN CURRENCIES

British Pound 1.3100 (13.22) French Franc 2.3565 (2.3697)

German Mark 1.0212 (1.0212)

Italian Lira 1.0000 (1.0000)

Swiss Franc 1.0212 (1.0212)

Dutch Guilder 1.0212 (1.0212)

Spanish Peseta 1.0212 (1.0212)

Austrian Schilling 1.0212 (1.0212)

Portuguese Escudo 1.0212 (1.0212)

Irish Pound 1.0212 (1.0212)

Malta Lira 1.0212 (1.0212)

Croatian Kuna 1.0212 (1.0212)

Hungarian Forint 1.0212 (1.0212)

Polish Zlote 1.0212 (1.0212)

Romanian Leu 1.0212 (1.0212)

Yugoslav Dinar 1.0212 (1.0212)

Albanian Lek 1.0212 (1.0212)

Montenegro Dinar 1.0212 (1.0212)

North Macedonia Denar 1.0212 (1.0212)

Macau Pataca 1.0212 (1.0212)

Malta Euro 1.0212 (1.0212)

Qatar Riyal 1.0212 (1.0212)

Saudi Riyal 1.0212 (1.0212)

Yemeni Rial 1.0212 (1.0212)

Yemeni Dinar 1.0212 (1.0212)

Yemeni Rial 1.0212 (1.0212)

NEWS: EUROPE

Bonn budget talks caught in a loop

Waigel will warn today the budget deficit has overshot by DM18bn – the German cabinet has seen it all before, writes Peter Norman

When the Bonn cabinet meets today to approve the draft federal budget for next year and a special revised budget for 1997, its members may have a powerful sense of déjà vu.

For the second time in six months, Mr Theo Waigel, the finance minister, will tell of an annual deficit that has exceeded its target by about DM18bn (\$10.2bn).

But today's admission that Bonn has been unable to keep its 1997 deficit under control will stand out for coming in the middle of the financial year. The scale of the 1996 deficit overshoot was not acknowledged until January this year when the government reported last year's new borrowing of DM78.5bn was DM18.4bn more than previously approved.

The rapid deterioration of federal finances this year is forcing the government to seek parliamentary support for a declaration that the German economy is "out of balance" because of high

unemployment. That will enable the government to circumvent the constitutional requirement that net federal borrowing must not exceed the DM53.1bn due to be spent on investment in 1997. Mr Waigel's plans for a supplementary budget envisage new borrowing of DM71.2bn in 1997, some DM17.9bn more than the DM53.3bn voted last year.

The legislation will be contentious even though Mr Helmut Kohl, the chancellor, can count on the support of coalition MPs in the Bundestag, the lower house of parliament, and does not need approval from the Bundesrat, the second chamber dominated by states controlled by the opposition Social Democrats.

SPD leaders in the Bundestag intend to launch a case in the constitutional court to declare last year's federal budget illegal because of such increases.

Mr Waigel's main problems in managing the federal budgets for last year, this year and 1998 have been a

shortfall in tax revenues and sharply higher than expected costs of mass unemployment. The supplementary budget for this year will add DM21bn to the already swollen expenditure of the labour and social affairs ministry to reflect an official jobless total that is now expected to average 4.3m, compared with the 3.9m forecast when the 1997 budget was approved by parliament late last year.

Overall federal spending this year is now expected to be DM458.6bn, DM18.7bn more than agreed in late 1996. Instead of a 2.5 per cent drop in outlays compared with 1996, there will be a slight increase.

For 1998, Mr Waigel anticipates that unemployment will fall to around 4.2m, allowing a slight drop in the labour and social affairs budget from DM149bn to DM147bn. Such optimism may be justified given government expectations of 2.5 per cent real economic growth this year and 2.75 per cent in 1998.

But Mr Waigel will be in

Germany: financial plan (DMbn)

	1997*	1998*	1999*	2000*	2001*
Spending	458.6	461.0	462.5	464.0	465.5
Or which:	60.0	58.2	56.7	55.0	53.5
Other revenues	388.2	347.8	325.5	308.0	291.5
Of which:	7.0	7.0	7.0	7.0	7.0
Privatisation	12.7	13.7	10.0	6.0	0.0
	71.2	57.2	52.2	51.5	51.1

* Revised 1997 budget. ** draft 1998 budget. *** includes Net Financial plan. Source: Federal Ministry of Finance

trouble should unemployment be higher than expected. The 1998 draft budget anticipates net federal borrowing of DM57.8bn, perilously close to the constitutional limit of DM58.2bn set by planned investment spending next year.

However, the 1998 draft budget also prescribes strict control over federal expenditure, which is set to rise by just 0.5 per cent to DM461bn. Twelve government departments are due to see spending drop in nominal terms while the closure of the post and telecoms ministry will save DM34bn.

Mr Waigel will tell of plans to cut DM400m from coal subsidies and save funds by delaying the redemption of federal railway debt. But these pale into insignificance against the continued high cost of eastern Germany, which can expect a net transfer of DM90bn of federal

reserves next year.

The most significant budget increase next year will come in servicing the federal debt, paying civil service pensions and paying for the government's planned move from Bonn to Berlin. The controversial Eurofighter project is included in the DM46.7bn defence budget in 1998 and about DM1bn in following years.

Both the revised 1997 and 1998 budgets rely on sharply higher privatisation proceeds. The placing of Deutsche Telekom shares with the state-owned Kreditanstalt für Wiederaufbau will realise DM10bn this year and DM15bn in 1998. Other sales, including part of the strategic oil reserve and government properties as well as the sale next year of Postbank, the postal savings bank, are due to lift privatisa-

EUROPEAN NEWS DIGEST

Emi opts for Swift system

Bankers breathed a sigh of relief yesterday when the European Monetary Institute, forerunner of the planned European Central Bank, agreed to use the Swift financial network to run its Target system for payments in euros.

The Swift network is already used by more than 5,800 banks around the world, including all the EU central banks. Payments experts said the decision was likely to ensure that Target would be up and running in time for the start of planned monetary union, now less than 18 months away. The decision will also mean that the cost per payment on Target should be cheaper, meaning banks may now use it for more of their payments needs.

Swift, or the Society for Worldwide Interbank Financial Telecommunication, is a bank-owned co-operative which supplies a secure message service to banks around the world, carrying payment messages worth more than \$2,000bn a day. The alternative to using Swift would have been for the Emi to build its own network linking European central banks, which private sector bankers feared would carry unacceptable risks of delay or failure.

The Target system is expected to be used for high value payments which need to be credited instantly. Alternative payments methods, such as the Ecu Banking Association's new clearing system, will handle high-volume lower value payments. George Graham, London

New designs for euro notes

Modified designs for the European Union's planned euro banknotes, which feature bridges, gates and windows but avoid any reference to existing structures, were unveiled yesterday by the European Monetary Institute. The original designs had caused some embarrassment for the Emi because they appeared to be based on actual structures. This was against the spirit of the euro, since the banknotes were not supposed to refer to particular national symbols.

The Emi said yesterday the designs would now form the basis of further technical work which would enable the central bank to introduce the euro banknotes by January 1, 2002 at the latest.

Graham Bottley, Frankfurt

Ex-intelligence chief jailed

A former intelligence chief at the centre of Spain's murky "dirty war" scandal was yesterday sentenced by a military court to seven years in jail for stealing 1,200 secret documents.

Colonel Juan Alberto Perote, who had previously been sacked as head of operations at the Cesid intelligence service, was arrested in 1995 after a newspaper published excerpts from documents referring to illegal actions against Basque activists based in southwest France. He was also involved in a scandal the same year over electronic eavesdropping on politicians and other personalities among them King Juan Carlos. That scandal provoked the resignation of the head of Cesid and two senior ministers in the then Socialist government.

Col Perote insisted during his trial that Mr Felipe Gonzalez, the former Socialist prime minister, knew about covert death squads operating against Eta, the Basque terrorist organisation, but did nothing to stop them. David White, Madrid

Chechen minister quits post

Mr Shamil Basayev, Chechnya's best known separatist fighter, yesterday resigned from his post as deputy prime minister of the separatist region. Mr Basayev, who became a national hero in Chechnya and public enemy number one in Moscow in 1995 when he staged a hostage raid in southern Russia, gave no reasons for his departure.

Over the past few weeks, Chechnya has been awash with rumours that Mr Basayev, who was in charge of industrial development, was on the verge of leaving the administration of Mr Aslan Maskhadov, the Chechen president. But both men denied they had fallen out. One of Mr Basayev's close allies who had headed the national security service, also resigned.

The departures come as Chechnya's tentative efforts to rebuild after two years of war have been shaken by a number of kidnappings. Chrystia Freeland, Moscow

Finance job filled in Serbia

The Serbian parliament yesterday elected Mr Borisav Milacic as finance minister, the state news agency Tanjug reported. Mr Milacic, a member of the Yugoslav Left party, replaces Mr Dusan Vlatkovic, who has been elected governor of the National Bank of Yugoslavia.

Proposing Mr Milacic for the post, Mr Mirko Marjanovic, Serbian prime minister, described him as an economist with vast experience and an expert in finance and banking. Mr Milacic, 44, is present general manager of the private architectural design and construction firm Roring. Reuter, Belgrade

Hungary to seek power bids

Hungary is to invite tenders in the next two weeks for some 2,000MW of new private power-generating capacity which will require investment of \$2.5bn. Mr Istvan Bakacs, development manager of the state electricity company MVM, said yesterday the new stations would be commissioned in two periods between 2001 and 2005.

MVM is keen to diversify suppliers, and expects strong international competition, particularly from US companies. About 60 per cent of Hungary's 7,600MW capacity is under private control, including the two US generators AES and El Paso. Lester Eddy, Budapest

ECONOMIC WATCH

Current account takes off

France

France's current account surplus soared to a seasonally adjusted FF123.5bn (\$1bn) in April, from FF113.5bn in March, its highest level since the economics ministry started recording data in 1946. In the first four months of the year, the gross cumulative surplus amounted to

FF173.5bn, more than double last year's figure of FF73.5bn. During the period, exports were 9.4 per cent higher than in the first four months of 1996, helped by a pick-up in economic activity in other European countries and the US, and by the favourable effect of the dollar's rise on French competitiveness. The capital account also showed some improvement at

FF17.5bn, up from FF12.5bn in 1996. However, foreign direct investment showed a FF7.5bn deficit in April, with both outflows of French capital and inflows from abroad slowing.

■ Dutch industrial output rose 4.1 per cent in May from a year earlier. Producer prices were up 0.8 per cent in May from April and 2.7 per cent from a year earlier.

■ Norwegian consumer prices rose 0.3 per cent in June from May and were up 2.9 per cent year-on-year.

■ The Belgium and Luxembourg economic union's trade surplus rose to April to FF36.7bn (\$1bn), from FF29.2bn a year earlier.

Growth slows in E Europe

By Kevin Done, East Europe Correspondent

The pace of economic growth in east Europe (excluding the former Soviet Union) is forecast to fall for a second year in succession in 1997 under the impact of growing balance of payments problems.

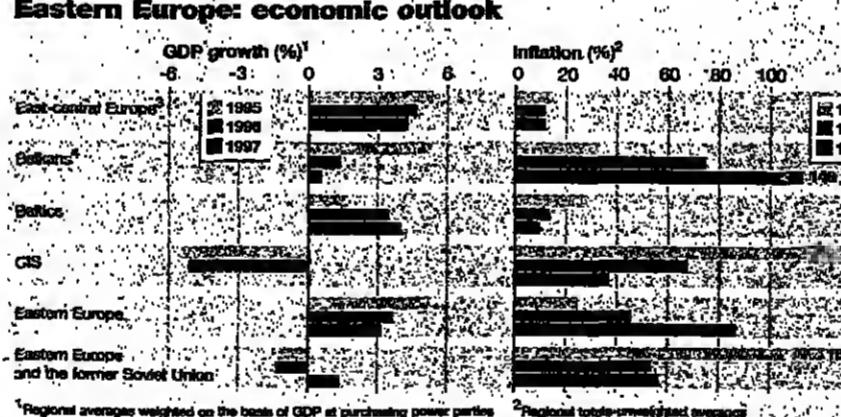
For the first time since the collapse of communism there will be positive growth of around 1.4 per cent in east Europe and the former Soviet Union as a whole, however, supported by the expected bottoming out of the Russian recession and strong recovery in many of the states of central Asia and the Transcaucasus.

Growth is slowing in particular in the Czech Republic and Slovakia and has halted in Romania as a result of the government's tax reform package.

According to a report by the Economist Intelligence Unit, the rate of economic growth in east Europe (excluding former Soviet Union) will slow to 3.2 per cent from 3.7 per cent last year and 5.4 per cent in 1995.

Growth in gross domestic product in Slovakia is forecast to fall to 4 per cent from 6.9 per cent in 1996 and to slow in the Czech Republic

Eastern Europe: economic outlook



1. Regional averages weighted on the basis of GDP at purchasing power parity. 2. Regional averages weighted on the basis of market exchange rates. Hungary, Poland, Czech Republic, Slovakia, Romania, Bulgaria, former Soviet Union. Source: EIU

to 3 per cent from 4.4 per cent in 1996.

The Czech Republic has suffered the most notable setback in the region, with a surging foreign trade deficit and rapid growth in wages outpacing growth in labour productivity. Year-on-year industrial production fell by 2.7 per cent.

The troubled Bulgarian economy, which saw a 10.9 per cent GDP fall last year, is expected to contract by a further 3 per cent this year, while the EU forecasts growth of 5.4 per cent in Bulgaria this year, compared with 6.0 per cent in 1996.

Slovenia is the only other country which is likely to be

close to reaching 1996 output levels this year, with forecast growth of 4.1 per cent up from 3.5 per cent in 1996.

The clearest sign of improvement is in Hungary, where growth is expected to recover to 2.8 per cent this year from 0.5 per cent in 1996 and 1.5 per cent in 1995.

The EU forecast shows zero growth in Russia this year compared with declines of 6 per cent last year and 4 per cent in 1995.

Economies in Transition, second quarter 1997. Price: £195/\$295. From Economist Intelligence Unit, 15 Regent Street, London, SW1Y 4LR.

with more than 70 investigations each. Member states usually mend their ways after an initial warning and the European Court of Justice can fine members if they fail to do so.

Most infringements concern environmental law and directives to guarantee free movement of goods and services.

Most members faced fewer investigations than before, but Commission experts note that the apparent improvement could simply reflect a drop in new EU legislation in recent years.

And those are only the offenders recently traced. Dutch officials, just

on technical standards alone, which had not been reported to Brussels and might therefore be invalid.

"If they looked to other sectors, they'd probably find a lot more that is inconsistent with community legislation," said Mr Keith Hendry, partner in Brussels with Clifford Chance, the British law firm. "The extent of this is pretty big. As Community citizens, the

Dutch are about the best. Many member states fail to implement, or implement incorrectly, community law. I would not be surprised if all member states have such time bombs ticking in the closet."

Mr Hendry said that European Court of Justice rulings last year had strengthened the case of companies suing their governments for damage caused by national regulations which break EU law.

A French beer producer has successfully sued the German government for imposing quality standards in breach of European regulation. Spanish fishers defended their right to carry a British flag and fish in British waters, thus evading Spanish fish quotas.

Mr Mario Monti, the EU's single market commissioner, has threatened to shame member states into complying with single market rules by publicising infringements.

One Commission spokesman said that a wider use of fines for non-compliance with environmental law had already helped.

With more than 70 investigations each. Member states usually mend their ways after an initial warning and the European Court of Justice can fine members if they fail to do so.

Most infringements concern environmental law and directives to guarantee free movement of goods and services.

Most members faced fewer investigations than before, but Commission experts note that the apparent improvement could simply reflect a drop in new EU legislation in recent years.

And those are only the offenders recently traced. Dutch officials, just

on technical standards alone, which had not been reported to Brussels and might therefore be invalid.

mi opts for
wift system

NEWS: EUROPE

Brussels to clear aid for Alitalia

By Emma Tucker in Brussels

The European Commission will next week approve a £2.75bn (\$1.6bn) injection of state aid to Alitalia as part of a restructuring plan proposed by the struggling Italian airline.

Brussels hopes the decision will be the last in a long saga of state assistance claims by European flag carriers which have turned to their governments for financial help under pressure from global competition.

The capital injection approved by Mr Neil Kinnock, the transport commissioner, was whittled down from an original £3.000bn demand and has several conditions attached.

Alitalia must sell its 35 per cent of Malév, the Hungarian carrier, divest its holdings in various regional airports, and rationalise fleet and staff to obtain an adequate return on investment.

This is expected to involve a cut of 1,212 staff and a freeze in the size of the fleet at 157, rather than an expansion to 172, as had been foreseen in an earlier restructuring plan.

The Commission will also seek a promise from the Italian authorities that they behave as "normal shareholders" in relations with the airline and do not give further subsidies in the form of loan guarantees.

In addition, the authorities have to agree not to prefer Alitalia over other EU carriers in the allocation of traffic rights, take-off and landing slots, ground handling services and access to airport infrastructures.

The aid will be paid in three tranches, the first immediately after it is approved by the commissioners next week. The second and third sums will be paid in May next year and May 1999, but only if the conditions of the restructuring plan are met. The recapitalisation of Alitalia is by its parent company, Iri, the state holding company.

Alitalia, which notched up its ninth successive year of losses last year, is the last in a string of European airlines to have had state aid claims approved by the Commission, the EU's competition watchdog.

The controversial payments - which went to carriers such as Air France, Iberia, Olympic, TAP and Aer Lingus - were approved on a "one-time-last time basis", although in some cases, notably that of Air France, repeat requests were made.

The money has been used to restructure what had mostly become inefficient state-owned enterprises unable to compete in the increasingly liberalised air transport market. All are now committed to full or partial privatisation.

Nano counts blessings of time in jail

Albania's next PM tells Guy Dinmore that his recent term in prison has made him a more tolerant politician

Prison has tempered the outlook of the man set to become Albania's next prime minister. "Sometimes, if you stay in prison for a short time you come out more aggressive, and if you stay too long you are politically destroyed," says Mr Fatos Nano, whose Socialist party will head a left of centre coalition government following recent

elections. Analysts say Mr Nano and Mr Berisha were both

were adopted as a prisoner of conscience by international pressure groups.

He was freed last March at the height of the chaos sweeping Albania when mobs looted military armories during an insurrection triggered by the collapse of fraudulent pyramid savings schemes.

Analysts say Mr Nano and Mr Berisha were both

"The philosophy of privatisations, social assistances, decentralisation and decentralisation of power is the future of my country," he says. "Jospin said: 'We will modernise the left', and Blair said: 'We want to move the left to the centre quickly'. So I found myself in between. But my English is as good as my French."

Thanks to his spell in

'Some in the party criticise me for being liberal. I don't care. I'm a social democrat.'

reformists within the harsh Communist regime installed by the Stalinist Enver Hoxha. But, while Mr Berisha, a heart surgeon to the Communist elite, turned against his former mentors and swept to power in 1992, Mr Nano renounced the Marxist old guard into the Socialists with a commitment to free enterprise and democratic reforms.

Mr Nano says he is following a path pioneered by two recently elected prime ministers of the left: France's Lionel Jospin and Britain's Tony Blair.

prison, from which he emerged looking distinctly healthy, Mr Nano is untainted by the failed pyramid schemes but may be held to ransom by a rash promise made during last month's election campaign to return lost money.

He has since "clarified" his position, stating that what money can be retrieved will be distributed but that his party is committed to an IMF-backed non-inflationary programme, however unpopular with the masses.

While Mr Nano charms the International community

with conciliatory commitments to end Albania's centuries-old code of vendetta,

some analysts remain sceptical that the former Marxist economist is so reformed.

Within the party he is seen by some as a tough autocrat who has surrounded himself with hardliners.

On the streets of the capital, Tirana, many also call into question his new lifestyle - a penchant for fine suits and good food. He has a regular corner table at the capital's top hotel, surrounded by at least half a dozen bodyguards. Staff there say he is a pleasant customer and his favourite dish is frogs' legs.

His greying beard may be a small gesture of rejection of his Marxist past - during the Communist era facial hair was banned below what were jokingly known as "the party's checkholes".

Born in Tirana in 1953, Mr Nano studied political economics at Tirana University and went on to work in the Institute of Marxist-Leninist Studies under Hoxha's widow Nekmetja.

He was deputy prime minister in the last hardline Communist government under Mr Ramiz Alia, and led a leftwing government dominated by Communists

after Albania's first free elections in March 1991. That government fell three months later amid strikes and mass demonstrations.

Mr Nano could fill the shoes of President Berisha, who has committed himself to resigning, but intends to

reduce the powers of the presidency and install a parliamentary system with himself as prime minister. With still-awaited official results from the election expected to confirm a two-thirds Socialist majority, Mr Nano can do as he pleases.

Soviet-era power bosses sacked in Russia

By Chrystia Freeland in Moscow

Two of Russia's most powerful provincial electricity bosses from the Soviet era were sacked this week, a signal that the reformist cabinet team is developing the muscle to force through its restructuring plans.

In his weekly radio address to the nation today, President Boris Yeltsin is expected to point to the sackings as proof that his administration is keeping its promise to crack down on corruption and mismanagement even among influential industrial leaders.

The twin casualties are the chiefs of the regional electricity companies, known as energos, in

Krasnoyarsk, in eastern Siberia, and in St Petersburg. Both men have been removed from their posts, although, formally, new directors will be appointed only next month, at specially summoned shareholder meetings. Analysts say the two energos are among the worst managed in Russia.

The dismissals are a victory for Mr Boris Brevnov, the new chief of Unified Energy Systems, Russia's national electricity monopoly. Outside investors cheered when Mr Brevnov, who is closely aligned with Mr Boris Nemtsov, the progressive first deputy prime minister, was elected to run the company in May.

But some wondered whether the 29-year-old former commercial banker from small-town Russia would have the guile and the clout to outmanoeuvre UES's deeply entrenched, old-style managers. This week's sackings, and a shake-up of UES executives in Moscow which has removed two-thirds of the company's old board of directors, suggest he is managing to outflank his opponents.

The purge at UES, which is Russia's biggest company by domestic market capitalisation, could have a powerful effect, encouraging reformers to stage palace coups in the other partially state-owned behemoths of the Russian economy.

Criminal proceedings have been started against Mr Vladimir Ivanikov, the former director of Krasnoyarskenergo, who is accused of improper transactions with the company's bonds and shares.

However, Mr Brevnov, who has made a pointed effort to find and promote members of the old UES management who want to work with the new team, said that a drive for improved management, as well as an effort to root out corruption, motivated the dismissals.

"The decisions were not only connected with corruption, although that is an element," Mr Brevnov said in an interview. "But we are also motivated by our recognition that a new system can

only be created by new, decent people. We hope this will serve as a good example for all of Russia."

The move drew praise from western investors, whose enthusiasm for Mr Brevnov's policies has driven the UES share price up by 46 per cent since he took over. "This is very good news," said Mr Henrik Piper, utilities analyst at Brunswick, a Moscow-based investment bank. "These two were the most notoriously mismanaged energos and they were plagued by rumours of corruption."

Ms Julie Quist, utilities analyst at MC Securities, said: "It is nice to see that they are cleaning up the corruption and mismanagement in the regions."



Probably the best beer in the world.

NEWS: WORLD TRADE

Korea takes US dumping row to WTO

By Nancy Dunnne
in Washington

South Korea yesterday filed a complaint against the US at the World Trade Organisation alleging it failed to lift unfair anti-dumping duties on Korean colour televisions.

South Korea might also file a second WTO case if the US does not lift anti-dumping duties on Korean D-Rams, said Mr Young Oh, South Korean commercial attaché in Washington.

Mr Chang Yuel Lam, Korean trade minister, said the US had promised to resolve the colour television issue by November 1997 but had failed to do so.

It was highly regrettable that the anti-dumping cases had been a source of contention between the two countries and that a solution still appeared to be beyond our reach, said Mr Chang.

Mr Young said Korea no longer directly exported colour television sets to the US, but sent them from outlets in Japan and Taiwan. The US industry has shrunk to include only Zenith, owned by a Korean company, LG Semicon, and companies such as RCA, which import from foreign producers.

The US first imposed dumping duties on Korean chips from Hyundai Electronics Industries and LG in 1993. Annual reviews conducted by the Commerce Department over the past three years have concluded with "de minimis" dumping findings - meaning dumping, or selling at less than fair market value, has been minimal if at all.

Last February, after conducting an annual review, the Commerce Department found that LG and Hyundai Electronics Industries, the two Korean companies covered by the orders, had not dumped D-Rams over the past three years. After three years of "de minimis" finding, the Commerce Department generally lifts its anti-

dumping orders.

However, the department, in a preliminary decision, said it could not be certain that Korean companies would not begin to dump again if no restraints were in place. It said D-Ram prices had been falling and were likely to continue to decline. Korean companies have continued to increase production and "will likely continue to maintain a substantial presence in the US market during various phases of the business cycle," the decision said.

Although no dumping duties are now imposed on Korean D-Rams, Mr Larry Walder, a Washington-based attorney, said the continued orders required

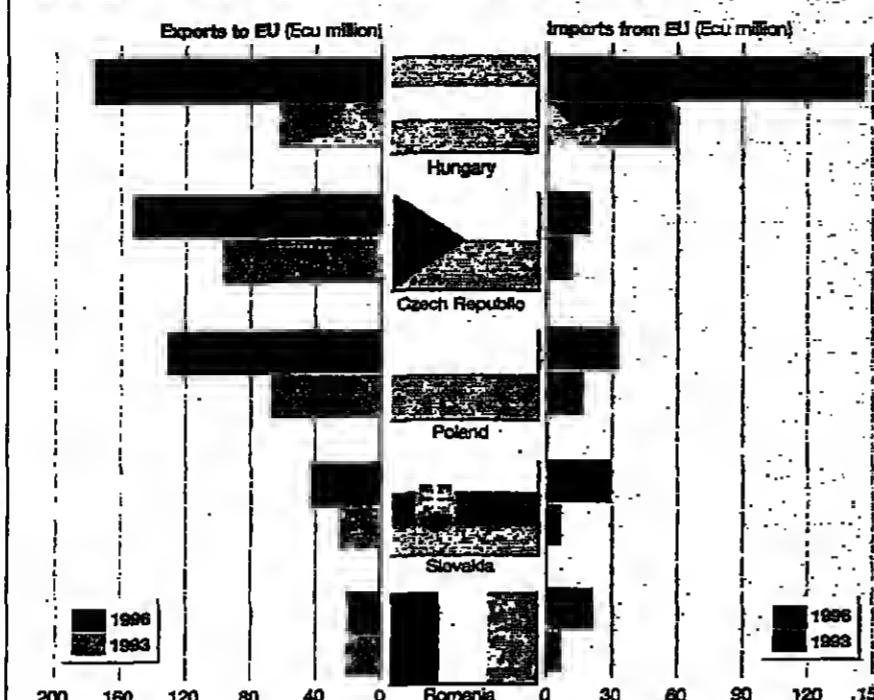
The Koreans argue that prices have fallen because of over-supply and lower costs rather than any dumping action

expensive and time-consuming annual reviews during which companies must present information about costs, prices, products, research and development, sales and inventories.

The Koreans argue that prices have fallen because of over-supply and lower costs rather than any particular dumping action. They have offered to continue to collect price and market information and provide it to the Commerce Department.

But the department concluded that given the current market, "it would be difficult for the Korean respondents to remain competitive without selling D-Rams at less than normal value." It will issue a final decision on July 16.

Machine tools: East European exports surge



Kazakhstan oil finds an outlet in China

By Robert Corzine and Charles Clover in Almaty

Chevron, the US operator of Kazakhstan's giant Tengiz oil field, will soon make its first test delivery of oil to China by rail.

The company, which has been hampered by a lack of export routes out of the Caspian Sea to world oil markets, believes growing petroleum demand in western China could result in "substantial" exports of Tengiz oil to China via rail.

Current demand in western China could allow Chevron to export as much as 1m tonnes a year to the region, according to Mr Galymzhan Zholayevan, chairman of the Kazakhstan government's Agency for Strategic Resources Control in Almaty.

Chevron is also studying the feasibility of establishing an oil storage facility on the Kazakhstan-Chinese border to overcome a shortage of rail wagons to carry the oil.

Zholayevan said the first of a series of big western oil developments planned for the Caspian Sea region.

The bulk of its exports will eventually reach world oil markets via a new export pipeline that is to be built over the next few years by the Caspian Pipeline Consortium, linking Tengiz to Novorossiysk on Russia's Black Sea coast.

But Chevron has succeeded in shipping relatively large volumes of oil via rail, with some Tengiz oil travelling as far as Baltic Sea ports before being loaded onto tankers.

Tengiz is the "super-giant" oilfield on the eastern shores of the Caspian which contains between 8bn and 9bn barrels of oil. Oil experts now believe the region may have reserves many times greater - in particular in the Kashagan formation, a recently discovered area under the sea.

West Europeans look east for machine tools

By Peter Marsh in London

Demand from western Europe for low-cost machine tools from the former communist bloc has surged in the past four years, according to a study by Cecimo, the European machine tool association.

Imports into western Europe of complete machine tools, not just parts, have seen a big rise. In most cases the systems are reconditioned and sold under western European companies' own names, as cheaper versions of tools made in the businesses' own factories.

According to Cecimo, exports of machine tool parts and systems to western Europe from central and eastern Europe, including Russia, more than doubled between 1993 and 1995, from Ecu128m (\$165m) to Ecu232m (\$322m).

Over the same period, imports from west to east increased by only a fifth, from Ecu627m to Ecu789m. The biggest change was for the Czech Republic, which pushed up exports

from Ecu58m to Ecu147m. The trade deficit on the products was cut from Ecu40m in 1993 to Ecu8m last year.

Romania increased its exports threefold, while Slovakia pushed up exports of comparable items from Ecu8.8m to Ecu29.5m, cutting its trade deficit by a third.

Exports of machine tools and parts to western Europe from Hungary and Poland have changed far less. These countries are looked at less favourably by western European companies as potential supply bases for low-cost parts.

Hungary's imports of machine tools and parts from western Europe rose threefold over the period, with exports increasing only marginally. Poland saw its comparable trade deficit nearly double between 1993 and 1995.

More than two thirds of the purchases of parts and complete systems involves German companies, with Italy close behind, according to Cecimo's estimates.

Senior record executives meet in London next week to discuss the technical requirements for DVD Audio, the new sound carrier they hope to market as an advanced compact disc.

The music industry rejected the first set of DVD Audio specifications, presented by the consortium of consumer electronics companies developing digital versatile discs (DVD), the new "intelligent" discs that look like compact discs but have considerably greater memory capacity.

Record executives claimed that the original specifications would not have produced a product sufficiently attractive to persuade consumers to adopt it as a new form of software. They per-

ceive DVD Audio as a product which will use its additional memory to relay film-text and music of exceptionally high sound quality. Such a disc might include footage of a band performing, interviews and song lyrics.

Another concern about the initial technology was that it did not make adequate provision to prevent the discs being counterfeited. Piracy is a serious problem for digital software such as DVD Audio, which provides a near-perfect replica of original recordings.

Finally, record executives are anxious to ensure that the final version of DVD Audio will be compatible with existing compact disc technology, thereby enabling consumers to play DVD Audio discs on their CD players and compact discs

on DVD Audio systems.

The music industry hopes to agree on a framework for DVD Audio's final technical specifications at next week's meeting, which will be attended by representatives of the International Federation of the Phonographic Industry and the Recording Industry Association of America.

After the meeting, a request for technical proposals will be circulated to interested electronics companies such as Sony, Pioneer, Matsushita and Kenwood. Specifications will then be tested by a steering committee composed of record producers and sound engineers.

The music industry hopes to select the technology by the end of the year, with the first DVD Audio systems going on sale two years later.

NEWS: INTERNATIONAL

Speculators target emerging market currencies

By Greta Steyn and Simon Kuper

Emerging market currencies around the world were under attack yesterday from the speculators who prompted the devaluation of the Thai baht and the Czech koruna.

The assaults on currencies as diverse as the South African rand, the Philippine peso and the Polish zlote break two years of calm for emerging markets currencies, since the Mexican peso crisis

ended in early 1995.

Since then, growth in global trade and investment flows has revived these currencies. Crucially, emerging markets offered far higher yields than the world's highest economies, where interest rates were unusually low. Many investors borrowed yen at Japanese rates of 0.5 per cent in order to buy high-yielding emerging currencies - the so-called "carry trades".

The turnaround came in May, when currencies trad-

ers decided Japan would raise interest rates soon. Investors hurriedly repaid their borrowed yen before the interest on their debts rose. High-yielding currencies, led by the dollar, tumbled. The main emerging market victim was the Czech koruna, hurt by a slowing economy and a growing current account deficit. It dropped 10 per cent after speculative attacks forced the central bank to float it. The baht fell next. Thailand likewise had a current

account deficit and slowing economy, with a fragile banking sector to boot.

The outlook appears bleak.

The US and Japan are expected to raise interest rates in coming months.

That would further reduce investors' appetite for emerging market yields, prompting more unwinding of yen carry trades.

Mr Richard Gray, emerging markets analyst at Bank of America, said that the influx of funds into the emerging markets over the

last two years had already made their yields less attractive.

The spread between benchmark Argentine and US rates, for instance, has narrowed from about 1,000 basis points last July to about 400 basis points today.

Forex strategists are now

making lists of the next currencies to tumble. They say a high current account deficit is the most reliable sign that a currency is in trouble.

Mr Gray said the trade balance of certain Asian countries would suffer after the

baht's fall, as they competed with Thailand in many markets.

"Their currencies have to weaken to restore the status quo," he said. Mr Aviash Persaud, J.P. Morgan's head of currency research in Europe, highlighted the Brazilian real, which looked overvalued given Brazil's large current account deficit.

Forex strategists said the

that a currency was in trouble. Mr Gray said the trade balance of certain Asian countries would suffer after the

banks from reacting flexibly to attacks. The Malaysian dollar and the Philippine peso are still pegged to the dollar, but Mr Steve Jennings, emerging markets analyst at Crédit Agricole Indosuez, predicted that the Philippines would soon opt for a managed depreciation.

Poland should escape a big

attack because its central bank had realised early that the zloty was overvalued, said Mr Zsolt Papp, emerging markets economist at UBS.

Asian currencies, Page 5

Belgium probes Mobutu assets

By Neil Buckley in Brussels

Belgium is preparing to freeze the assets of former Zairean President Mobutu Sese Seko and has appointed a judge to investigate whether they were acquired illegally using money plucked from the African state.

The Brussels prosecutor has named Mr Jean-Claude Leyns as investigating judge in the case, following a request from the justice authorities of the renamed Democratic Republic of Congo at the weekend.

The letter delivered by Mr Bizima Karaha, Congolese foreign minister, on a private visit to Brussels on Saturday, apparently asked Belgium to freeze the assets of Mr Mobutu and 82 other relatives and former senior Zairean officials.

An FT investigation in May identified at least nine properties in Belgium owned by the former dictator or members of his family, valued at between Brf740m and Brf1600m (\$15.5m-\$17m).

The trigger for the Congolese request may have been the sale last week of one of the most opulent properties, Château Fond'Roy, a mansion with four hectares of land in the plush southern Brussels suburb of Uccle.

The château, estimated to be worth up to Brf400m (\$11m), is reported to have been sold for less than half that to a Belgian businessman.

Congo asked Switzerland, where Mr Mobutu owns several properties and the majority of his wealth is believed to be invested, to freeze his assets immediately after he fled the country in May. But Belgium had received no such demand.

"We always said we couldn't act without a request from the Congo," a foreign ministry spokesman said yesterday. "That request was handed over on Saturday, and we passed it to the legal authorities."

The investigating judge is expected to freeze Mr Mobutu's Belgian assets shortly, while he attempts to dislodge them from their full extent.

Investigators yesterday searched the offices of Banque Belgolaise, where Mr Mobutu is said to have been a customer, while other banks were instructed to block any Mobutu accounts.

Assets found to be acquired using former Zairean state funds could be returned to Congo, but the process is likely to be lengthy.

"There is no legal precedent for this in Belgium," said a Brussels official, warning that investigations elsewhere into former Philippine dictator Ferdinand Marcos had taken years.

Conspicuous among the students, opposition activists and jobless youths being clubbed on the streets were

Kenya's middle classes snap

Patience has run out with the uncompromising President Moi, writes Michela Wrong

Mr Kamau Njoroge wears shirts with button-down collars, owns a smart four-wheel drive and speaks impeccable English. A member of Kenya's biggest tribe - the Kikuyu - he returned to Nairobi after being educated in Britain, full of plans to set up in one of the country's growth sectors.

But his company is not prospering. Instead he sees government contracts going to members of President Daniel arap Moi's minority Kalenjin tribe and well-connected Asians.

Once-wealthy relatives upcountry press him for money. But with his income eaten up by the private schools and hospitals he prefers to Kenya's crumbling state institutions, there is little to spare.

"In the old days I used to think it was a nuisance when the students went on the rampage. Nowdays I feel ashamed not to be with them," he says. "The middle classes no longer trust or believe Mr Moi. Something has snapped."

As Mr Moi digests the implications of this week's political violence, which shattered the country's international image as the peaceful eye of the African storm, he cannot ignore people like Mr Njoroge.

Conspicuous among the students, opposition activists and jobless youths being clubbed on the streets were

middle-aged men in suits and ties, their white shirts splattered with blood. For most, it was their first taste of police brutality. Kenya's middle classes are becoming radicalised, a development that has sent shudders through many an African regime.

The protests, called by

opposition parties, civic groups and religious leaders, are nominally aimed at winning the repeal of laws that critics claim will give Mr Moi an unfair advantage in polls expected later this year. But what lies behind the debate is far more difficult, and for the 73-year-old president, far more worrying.

Despite being blessed with what was at independence one of Africa's most modern infrastructures, aid flows totalling billions of dollars and one of the continent's most liberalised economies, the ordinary Kenyan is hurting.

Average per capita incomes have stagnated since the mid-1980s and now stand at \$280 a year. More and more families are sinking below the poverty line.

The reality of the statistics is starkly apparent. The number of children begging on the streets of Nairobi grows each week. Once one of the continent's smartest capitals, the city is a crime-ridden eyesore of potholed roads, rotting rubbish and squalid shanty-towns.

President Moi no longer trusted the president himself must go.

"The focus has already shifted from constitutional reform, which is a complex issue to articulate, to the president himself. Increasingly he is being seen as the main obstacle to progress," says Mr Githongo.

Despite excitable talk of "the Kabila effect", a Zaire-style overthrow looks out of the question. A loyal army and western support are not the only reasons: in the run-up to elections, the opposition has gone into self-destruct mode, fracturing on ever more ethnic lines.

The recent unilateral announcement by Mr Kenneth Matiba, head of the Ford-Asili party, that he would boycott the elections merely exacerbated the divide.

Mr Matiba's Mr Moi in power, he may face as many as six separate candidates, all with narrowly ethnic constituencies, none with a national vision.

Unless the opposition pulls off a last-minute miracle, its defeat seems certain.

Forcible takeovers loom after today's deadline

Ailing Thai groups unlikely to merge

By Ted Bardacke
in Bangkok

Most of the 16 ailing Thai finance companies whose operations were suspended by the central bank last month are unlikely to announce friendly merger plans by today's deadline, and face being forcibly absorbed by their healthy competitors, finance industry executives said yesterday.

Closure of the companies will be a big step in consolidating the country's financial sector, which analysts say must be cleaned up quickly, to prevent a financial crisis in the wake of last week's de facto devaluation of the Thai baht.

The central bank had been propping up these companies by giving them emergency injections of liquidity but that proved expensive. The financial authorities now place higher priority on marshalling enough resources to make sure healthy Thai companies have enough money

to pay back at least \$40bn in foreign loans falling due in the next 12 months.

About half the suspended companies were expected to announce that foreign financial institutions have signed conditional letters of intent, an executive at one of the suspended companies said. But the Bank of Thailand was apparently taking a hard line and may require that a full memorandum of understanding be signed, a near impossibility given the short time involved.

Also, resistance has come from the Bank of Thailand and the Securities and Exchange Commission to letting the ailing companies separate their securities businesses, which are generally healthier than their finance lending operations, and selling them of separately.

"There may be a hidden agenda here and that is to close the companies," the executive said.

Analysts were divided over whether the Bank of

Thailand's stance was good policy.

While generally applauding tough measures to clean up the financial system, there is worry over the scheme because foreign creditors will be hurt at a time when Thailand needs their goodwill to roll over their existing credit lines to other finance companies.

Paribas Asia Equity estimates that \$8bn in foreign credit lines is outstanding to the finance sector. Most of these lines have a duration of no longer than 365 days.

If the 16 companies are unable to come up with their own merger plans, they will be incorporated into one of five healthy finance groups, which will take over the companies' good assets and assume responsibility for their promissory notes, mostly held by Thais.

The companies will then be left with bad assets and liabilities, which in most cases will be much greater than shareholder equity.

Currencies, Page 31

Philippines raises key borrowing rate to 32%

By Justin Marozzi in Manila

The Philippine central bank yesterday lifted its key overnight borrowing rate from 30 to 32 per cent, the latest move in its defence of the peso, as analysts predicted that it would soon opt for less intervention on the open market.

The Philippine peso has been weathering intense speculative pressure since Thailand announced its managed float of the baht nine days ago.

So far, the central bank has used a combination of punitively high overnight borrowing rates and direct intervention to ward off the attacks. But with reserves which are low by regional standards, analysts say it is now likely to concentrate on using interest rates to defend the currency.

In another day of relatively heavy trading, the dollar gained a fraction, to close at 26.40.

Mr Noel Reyes, vice-president of Amscor Hagedorn Securities, estimates the recent defence of the peso has brought down the central bank's international reserves from \$10.96bn on June 20 to below \$10.5bn. This represents less than three months' import cover.

The steep rise in the cen-

tral bank's overnight borrowing rates, which are now at more than double their level since the Thai crisis started, is already beginning to take its toll on the economy.

Far East Bank, a leading local bank, has now raised its prime lending rate to 16.17 per cent from 13.14 per cent last week; other commercial banks are moving in the same direction.

In particular, the interest rate rises are expected to deliver a serious blow to property groups in the pre-sales market, which relies heavily on credit financing.

The fall-out from Bangkok has also exacted a keen price on the local stock market.

Yesterday, it lost another 3 per cent, taking the total fall

since the baht float to more than 9 per cent.

"Export competitiveness

would undoubtedly be

enhanced if the peso should

cost the central bank a further \$60m.

"They're rapidly losing ammunition," Mr Reyes said.

"They said they would go

full blast with all their

arsenal but the dollar sales

are their weakest armament.

Next is high interest rates,

but that's just not sustain-

able."

The steep rise in the cen-

ASIA-PACIFIC NEWS DIGEST

Philippine SEC checks rumours

The Philippine Securities and Exchange Commission (SEC) is looking into allegations that the chairman of the Philippine Stock Exchange has been involved in insider dealing and other practices which break the regulator's rules.

The move comes after rumours in the market that Mr Wilson Sy had been trading in shares of companies of which he is a director. Mr Perfecto Yassy, SEC chairman, emphasised that the move did not represent an investigation of Mr Sy. "Although these are mere rumours and innuendos, the commission decided to investigate because if we don't then the innocent may not be adequately protected," he said. "If there is basis [to go ahead with the probe], then we will investigate Mr Sy."

Mr Sy sits on a handful of boards of listed companies, has interests in two other brokerages and runs a mutual fund which last year yielded a 38 per cent return, more than three times its nearest competitor's. He was not available for comment last night. *Justin Marozzi, Manila*

Warning on Japanese orders

A leading indicator of Japanese private-sector capital expenditure showed strong growth in May, but economists warned that the trend might not be upwards.

Slightly adjusted core machinery orders jumped 12.3 per cent in May from a month earlier, well above expectations, after a 7.2 per cent rise in April and a 12.7 per cent drop in March. Unadjusted, the figures showed an 8.8 per cent increase year-on-year.

Orders were particularly strong in the steel, non-ferrous metal and electric machinery industry. Non-manufacturing sectors also placed large orders, but public sector orders were down 1.2 per cent on the month. Mr Richard Jerram, economist at ING Barings in Tokyo, said: "If we look at the trend lines, then both series are still on a downwards path." *Bethan Hutton, Tokyo*

N Korea 'preparing for war'

The highest ranking North Korean ever to defect yesterday said that Pyongyang was preparing for war, but conceded he had no proof that it had nuclear weapons.

Mr Hwang Jong-yop, who defected in February, claimed that Mr Kim Jong-il, the North Korean leader, had rejected reforms and was planning instead a quick invasion of South Korea as the only escape from the severe economic problems besetting Pyongyang.

Mr Hwang's assertion contradicted recent reports that North Korea was preparing to open further to foreign investment and might appoint a top economic reformer as prime minister. *John Burton, Seoul*

Indian netsurfing 'set to explode'

By Mark Nicholson
in New Delhi

India's netsurfing community could swiftly blossom sevenfold to 200,000 if the government approves new proposals to permit private internet services, the country's software industry association says.

The Delhi-based National Association of Software and Service Companies (Nasscom) believes at least 150 Indian and foreign companies are getting ready to compete with the present sole public provider, which would lower the cost of internet access.

Paribas Asia Equity estimates that \$8bn in foreign credit lines is outstanding to the finance sector. Most of these lines have a duration of no longer than 365 days.

If the 16 companies are unable to come up with their own merger plans, they will be incorporated into one of five healthy finance groups, which will take over the companies' good assets and assume responsibility for their promissory notes, mostly held by Thais.

The companies will then be left with bad assets and liabilities, which in most cases will be much greater than shareholder equity.

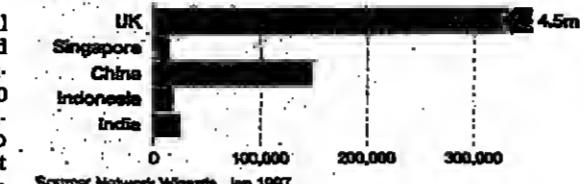
Currencies, Page 31

India's part on the Internet

Number of hosts



Number of users



Source: Network Wizards, Jan 1997

Software and infotech executives have welcomed the move. "It's promising. It signals that the people who make these decisions have begun to realise the importance of data networks in India," said Mr Ravinder Marwaha, managing director of TATA-IBM Information Technology venture.

The move now requires only cabinet approval, regarded as a formality, and would allow private telecoms and high-technology companies to provide their own internet access packages.

Such Internet Service Providers (ISPs) would, however, at first have to route

all their internet services through the VSNL "gateaway". Whether VSNL would charge such ISPs licence fees for its use remains under discussion.

Aside from government and academic users in India supplied with internet access by government agencies, VSNL has notched up 28,000 private subscribers since introducing internet access in late 1995.

User costs would fall from the flat rate of Rs30 (83 cents) an hour charged by VSNL to just Rs50 a month for unlimited access. Moreover, Mr Mehta declared, liberalisation for India's software industry, which grew 60 per cent last year and made total sales of \$1.5bn, as India's fastest growing export earner.

A Nasscom study of 400 Indian software houses showed that 255 had internet access, failing available connections. Mr Mehta said: "We believe a software company can't survive today without internet access."

Mr Dewang Mehta, Nass-

US stresses doubts over new HK laws

By John Riddick
in Hong Kong

The US has stressed its grave reservations about new laws passed by Hong Kong's post-colonial legislature and its doubts about changes to electoral rules for polls planned for next year. State Department officials said yesterday.

Speaking after the Beijing-backed legislature passed laws on Wednesday enabling the deportation of children who immigrate illegally from China, a spokesman said: "There is always going to be a question about these laws, as long as there is not a democratically elected legislature.

The comments underlined US opposition to the provisional legislature, which

has also exacted a keen price on the local stock market. Yesterday, it lost another 3 per cent, taking the total fall

since the baht float to more than 9 per cent.

"Export competitiveness

would undoubtedly be

enhanced if the peso should

cost the central bank a further \$60m.

"They're rapidly losing ammunition," Mr Reyes said.

"They said they would go

full blast with all their

arsenal but the dollar sales

are their weakest armament.

Next is high interest rates,

but that's just not sustain-

able."

The steep rise in the cen-

Wheel of fortune spins in favour of Dr Ho

By John Riddick

The big winner at Macao's gaming tables was revealed yesterday when the casino monopoly controlled by Dr Stanley Ho announced net profits of \$636m patacas (\$579m) for 1996, the first time it has ever disclosed results.

The size of the profit at

Beijing confirmed that STDM also holds significant stakes in many of the enclave's hotels, infrastructure projects and property developments.

An accord reached last

month between Lisbon and Beijing confirmed that STDM will retain control of the gambling monopoly through the return to China until it expires in 2001. Dr Ho, who retains an unspecified stake in STDM, is confident the gambling monopoly will be maintained after that date.

Despite the huge sums taken at the tables, STDM described 1996 as a difficult year. "1996 was not very good for the economy of the region," the company said. "We hope 1997 and the fol-

lowing years will be more promising."

Macao's economy has been hit by a property slump, triggered by a construction boom funded partly by mainland money. More than 30,000 apartments stand empty, about one for every 15 residents.

The enclave, and its tourist industry, have also been confronted by an outbreak of violence as Triad gangs battle for loan-sharking and protection rackets. Dr Ho says the gang wars have not spilled into the casinos, and punters from Hong Kong, just one hour away by high-speed jetfoils, have not been deterred.

Officials say they are stepping up security and toughening laws. But, they add, the territory continues to draw an increasing number of visitors.

COMMERCIAL PROPERTY

Aden Free Zone Industrial and Warehouse Estate

- Yemen Investment and Development International Ltd. (Yeminvest) is pleased to announce the start-up of the Aden Industrial and Warehouse Estate (AIWE).
- Located in the Aden Free Zone in close proximity to the new container terminal, 1550 hectares of industrial land will be developed in line with customer demand.
- Prospective tenants are requested to register their details with Yeminvest before August 15th 1997.
- Priority for first tranche site allocation and leases will be given to pre-registered applicants in the following areas: industrial warehousing, distribution, manufacturing and associated services.

Contact: Mr Phil Thorne (Yeminvest)

Vice-President, Marketing

Dubai: PO Box 31436, UAE, Tel: +971-4-373759 Fax: +971-4-370882

Aden: PO Box 4165, Yemen, Tel: +967-2-234769 Fax: +967-2-234790

SPAIN MARBELLA LAND 6184M²

Prime site in exclusive area within the golden mile between Marbella and Puerto Banus uninterrupted views of sea. Planning for 1000 built villa with plot for another villa or divided into 3 plots. For 3 villas.

Tel/Fax Direct to owner +(34) 5 2860770

CORPORATE OPPORTUNITY

Outstanding two-bedroom, two bath apartment on beachfront of Costa del Sol, with beach, pools, tennis

NEWS: THE AMERICAS

Fresh theatrical twist fails to prove wrongdoing in Chinese campaign funds scandal

Beijing opera comes to cynical Washington

By Gerard Baker
In Washington

As an accomplished Hollywood actor, Mr Fred Thompson understands the importance of timing in delivering his lines. On Tuesday, the man who is now chairman of the Senate's governmental affairs committee demonstrated he had forgotten nothing of his former trade when he opened hearings into allegations of campaign finance abuses.

In a dramatic flourish, he kicked off with a bold and unexpected claim that his committee's investigators had uncovered firm evidence that the Chinese government had sought to buy influence illegally in last year's congressional and presidential elections.

The allegation was a theatrical masterstroke. It seemed to breathe new life into the flagging campaign finance scandal.

What began at the end of last year with some potentially deeply embarrassing revelations about the fundraising activities of Presi-

dent Bill Clinton's election campaign team, has gradually taken on all the drab appearance of a familiar official Washington scandal - bewilderingly complex, increasingly obscure, and of no interest to anyone outside the District of Columbia.

Mr Thompson's bombshell was intended to alter that impression. Though it was left unsaid, behind the senator's claims that he had evidence to back them up was new.

Mr Thompson declined to publish the evidence, and immediately drew a cynical response from Democrats, some of whom claimed they had seen the same evidence, and found it uninformative.

"I thought we went a little further than I would choose to go with what I know, and I think I know as much as anybody else," said Sen John Glenn, the leading Democrat on the committee.

Mr Glenn may also have been unhappy that Mr Thompson's *coup de théâtre* upset his own piece of drama. This was the announcement that the central figure in the campaign finance story, Mr John Huang, an Asian-American businessman who raised millions for Mr Clinton's re-election campaign, had agreed to testify before the committee.

But his testimony would only be given on the condition that he receive limited immunity from prosecution, a concession the Justice Department seems reluctant to make.



Senator Fred Thompson: dramatic timing

Democrats say the only firm evidence reported to the committee on the China connection refers to an entirely legal, if somewhat clumsy,

Chinese government effort to improve its profile in Washington through proper channels - such as extra diplomatic activity, and increased hiring of Washington lobbyists.

Mr Robert Torricelli, another member of the committee was heavily critical.

"For a large man, Senator Thompson has crawled out on a very narrow limb, and it's a long way back. I was very surprised by his statement," he said.

For the White House, Mr Sandy Berger, the national security adviser, was more circumspect. "There are a range of allegations and while they are under investigation by competent law enforcement authorities we're not in a position to either reach a conclusion or to comment on them," he said.

But privately, administration officials were reported to be annoyed by Mr Thompson's remarks.

He was said to have exaggerated information given him in classified briefings from intelligence and law enforcement officials.

What seems to have been behind the allegations was a high-risk and partisan gambit aimed at lifting the committee's proceedings above the popular cynicism about political funding.

Since the revelations about President Clinton's dubious fund-raising techniques first surfaced late last year Democrats have done a good job of demonstrating that such improprieties are not the exclusive preserve of their party.

Republicans have clearly been guilty of equally improper behaviour, rising money from dubious sources in Hong Kong and elsewhere.

By alleging something far more egregious - that the White House's obsession with funding made it willing or unwittingly the tool of a foreign power - Republicans hope to regain the political initiative.

For them to succeed, Mr Thompson and his colleagues will need to demonstrate soon that there is more to their allegations than mere theatrics.

Stunned PRI plans shake-up

By Daniel Dombey
in Mexico City

Mexico's ruling Institutional Revolutionary Party (PRI), reeling from the worst electoral losses in its history, plans to respond to its defeat with a big internal shake-up, a top party official said yesterday.

"We cannot have democracy on the outside, with fair elections, without having democracy within the party," said Mr Esteban Moctezuma, the PRI's technical secretary and one of the leading modernisers within the party.

The PRI's leader, Mr Humberto Roque Villanueva, is not expected to remain in his post much longer.

Final results have yet to be announced, but PRI leaders acknowledged that for the first time since it was founded 68 years ago the party had lost its absolute majority in the lower house of Congress.

PRI officials said the party probably won 236 seats of the Chamber of Deputies' 500 seats. The party also lost at least two governorships and the mayoralty of Mexico City, as voters switched to the opposition in protest at economic hardships and corruption.

In the past the PRI has operated more as a patronage organisation guided by the president of the day than a political party. But under his proposals, the party would democratise itself, holding primaries for party nominations to elected office. It would also distinguish its policies from those of the president, while supporting general principles such as economic liberalisation and free trade.

It is unclear how much of the party hierarchy will support such changes, particularly because the PRI performed best in the poorer southern states where the old party machine dominates.

Million lives disrupted by Colombian violence

Nearly a million Colombians have been displaced by violence in the past 12 years, but only in the past year have sudden mass migrations of thousands at a time highlighted the internal refugee problem.

Families who have walked for a month along tracks through north-western forests are camped outside coastal towns, after abandoning their houses and crops because of threats and killings.

Displacement patterns are closely related to areas of guerrilla and paramilitary conflict. The authorities estimate guerrillas operate in more than half Colombia's municipalities, while paramilitary and self-defence groups have expanded into more than a third of them.

As the violence spreads from the north-western region of Urabá to new areas, so the number of internal refugees increases. A

study by one non-government organisation estimates 184,000 people were displaced last year.

The battle for territorial control between the military, the guerrillas and the paramilitary pits peasants, Indians and other civilians in the crossfire. Peasants forced into collaboration by one side may be murdered or have their homes burned by another armed group.

Often the circulation of "black lists" of names following the killing of several people as an example is enough to send families fleeing with whatever they can carry. Some 5,000 have left small towns in the south of Bolívar Department in the past few months, converting such places as El Salao into ghost villages.

"In the past, individual families were displaced; those people don't report their situation to anyone, so it is difficult to calculate the

exact dimensions of the problem," said Mr Juan Manuel Bustillo of the Support Group for Displaced People. "These new emigrations are part of the paramilitary strategy; threats are made and whole villages abandoned.

"One of the main points of the

problem, but resources and personnel are limited.

Apart from a group of about 300 refugees who fled over the Darién border to Panama, most people do not move far. But distance makes no difference to disruption. One study showed 69 per cent had

"We are seeing new forms of displacement now. Within Bogotá and Medellín, families are forced to move from one neighbourhood to another, because of 'social cleansing' groups."

Non-government organisations are actively promoting resettlement programmes but the internal refugees are frequently rejected by communities that already have employment, housing and service problems, on the grounds that the newcomers may be a burden or cause trouble. Some peasant leaders are pursued as far as Bogotá or Medellín by the paramilitary.

One group of 30 families was allotted farmland in Cundinamarca Department by the state agrarian reform agency only to have it invaded by local peasants who claimed they had more right to the land than displaced families.

Immediate prospects for reducing displacement are bleak; the guerrilla movements have been smuggling in weapons and may have up to 15,000 combatants now. Paramilitary units are growing stronger as officially recognised self-defence co-operatives known as *Convvivir* also arm and become embroiled in the domestic war.

"Public order" zones where the Colombian military have special powers similar to state of siege have been extended to cover large parts of the northwest and the northeast of the country.

Attempts by Congress, the private sector and the government to revive peace talks have met a definitive "No" from the biggest guerrilla movement, the revolutionary armed forces of Colombia. The Colombian military seems unconvinced too.

Sarita Kendall

As violence spreads, so the number of internal refugees increases

proposed law is to freeze land ownership in such areas so the land can't just be taken over or bought at ridiculously cheap prices." The new law, which has passed Congress and now awaits presidential signature, is important, says Mr Bustillo, because it would generate longer-term state policies for dealing with internal refugees. The government recognises the problem, but resources and personnel are limited.

Apart from a group of about 300 refugees who fled over the Darién border to Panama, most people do not move far. But distance makes no difference to disruption. One study showed 69 per cent had

bouses and 40 per cent were employed in agriculture before leaving home. Afterwards, the majority lived in slums and a third worked as street sellers or had no job.

"The worst aspect is the breaking up of the social fabric, particularly as community leaders are often involved," said Ms Fanny Uribe, a sociologist.

Non-government organisations are actively promoting resettlement programmes but the internal refugees are frequently rejected by communities that already have employment, housing and service problems, on the grounds that the newcomers may be a burden or cause trouble. Some peasant leaders are pursued as far as Bogotá or Medellín by the paramilitary.

One group of 30 families was allotted farmland in Cundinamarca Department by the state agrarian reform agency only to have it invaded by local peasants who claimed they had more right to the land than displaced families.

Immediate prospects for reducing displacement are bleak; the guerrilla movements have been smuggling in weapons and may have up to 15,000 combatants now. Paramilitary units are growing stronger as officially recognised self-defence co-operatives known as *Convvivir* also arm and become embroiled in the domestic war.

"Public order" zones where the Colombian military have special powers similar to state of siege have been extended to cover large parts of the northwest and the northeast of the country.

Attempts by Congress, the private sector and the government to revive peace talks have met a definitive "No" from the biggest guerrilla movement, the revolutionary armed forces of Colombia. The Colombian military seems unconvinced too.

Sarita Kendall

NBC rejects TV action plan

By Mark Suzman
in Washington

The US government has taken steps to provide further protection for children from unsavoury television programmes by agreeing a new ratings system with most big networks and cable stations.

The system will require more detailed information about content ranging from possible sexual innuendo in dialogue to violence by car-

toon characters. At a White House signing ceremony held yesterday Vice-President Al Gore hailed the deal, calling it a victory for families.

The voluntary agreement, which substantially toughens a six-month-old experimental rating system, immediately ran into difficulties when NBC, one of the big networks, said it would not adhere to the new provisions.

NBC said the industry had

"capitulated" to political and special interest pressures. "There is no place for government involvement in what people watch on television," it said.

Actors and directors also oppose the agreement, citing concerns about free speech. The Screen Actors Guild and Directors Guild of America have said they may consider filing a law suit against the new ratings.

But Senator John McCain, one of the architects of the

deal, said it provided key protection for families concerned about the effects of television. "I think this is a great victory for parents," he said.

In terms of the new agreement, from October 1, the existing ratings will be supplemented by the letters "V", "S" and "L", referring to violence, sex and offensive language, which will be flashed on the screen for 15 seconds at the beginning of every programme.

Brasília wins crucial vote on budget cut

By Geoff Dyer in Brasília

The Brazilian government has won a narrow but crucial victory in its long-running battle to cut its budget deficit.

The lower house of Congress rejected an opposition amendment which would have struck down an article in the bill which allows the government to sack incompetent workers and to lay off workers if payroll expenses exceed 60 per cent of revenues.

Economists estimate that this article accounts for two-thirds of the potential savings from the bill.

The government mustered 301 votes late on Wednesday evening, one more than was needed to defeat it.

Government whips had delayed voting on this vital amendment for two months, fearing that they would not get sufficient support in Congress.

However, before the bill is passed, it must be voted on again in the lower house and in the Senate. In addition, the opposition can propose a number of amendments to the bill, which must also be defeated by a three-fifths majority if it is to pass.

The civil service bill and a bill to restructure the social security system, both involving changes to the constitution, are the central parts of the government's strategy to reduce its fiscal deficit.

This deficit was 6 per cent of gross domestic product last year and is the biggest threat to the government's anti-inflation policy.

Changes to the constitution, such as the civil service reform bill, require a three-fifths majority in two separate votes in both the lower house and the Senate. In addition, the opposition can propose a number of amendments to the bill, which must also be defeated by a three-fifths majority if it is to pass.

The Seoul Asia Index Trust International Depositary Receipts

Evidencing Certificates in respect of 1,000 Units in the Trust

NOTICE IS HEREBY GIVEN to Unitholders that The Seoul Asia Index Co., Ltd, Seoul has declared a dividend of Won 24,000 per IDR of 1,000 units, payable on or after June 23, 1997.

Payment of Coupon No. 7 of the International Depositary Receipts will be made on or after June 23, 1997 against presentation of the Coupons to the Depository or to one of the Depositary Agents listed below (in the case of Holders of bearer IDRs), or (in the case of registered IDRs) to holders that the Depository is satisfied were on the Register on the Record Date March 31, 1997.

DEPOSITORY

Chase Manhattan Bank Luxembourg S.A.
5 Rue Plaetis, Luxembourg Grand, L-2338 Luxembourg

DEPOSITARY AGENTS

The Chase Manhattan Bank
Trinity Tower
9 Thomas More Street
London E1 9YT
Corporate Trust Administration
4 Chase Metropath Center, 3rd Floor, Brooklyn, New York 11245, U.S.A.

Chase Manhattan Bank (Switzerland)
63 Rue du Rhône, CH-1204 Geneva, Switzerland

The amount of dollars payable in respect of coupons presented to an Agent of the Depository by the close of business on March 31, 1997 for US dollars at the prevailing telegraphic transfer selling rate of US dollars for Won as quoted by a foreign exchange bank in Korea on the day on which the relevant transfer is made.

The dividend proceeds will be distributed to IDR holders in proportion to their respective entitlement and after the deduction of all taxes and fees. All Certificate holders are required to submit the name and address of a bank in New York and a US dollar account number for payment, or an address for which payment should be sent by US dollar cheque.

Residents residing in a country having a double taxation treaty with the Depository or one of the designated Depositary Agents a Certificate of incorporation, or, for individuals, a copy of their passport. These documents are required by the Korean National Tax Administration Office as evidence of residence.

Without such proof of residence, the full tax rate of 27.50 per cent. All documents should be submitted to the Depository or a Depositary Agent by March 31, 1997.

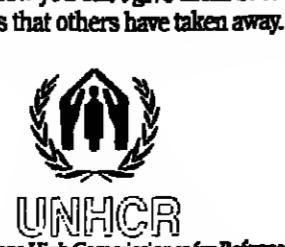
Chase Manhattan Bank Luxembourg S.A.
as Depository

SPOT THE REFUGEE

There he is. Fourth row, second from the left. The one with the moustache. Obvious really.

Maybe not. The unsavoury-looking character you're looking at is more likely to be your average neighbour - hood slob with a grubby vest and a weekend's stubble on his chin.

And the real refugee could just as easily be the clean-cut fellow on his left. You see, refugees are just like you and me. Except for one thing.



United Nations High Commissioner for Refugees

Judge scorns 'shameful' fees in Maxwell case

By John Mason,
Law Courts Correspondent

Fees charged by accountants and lawyers handling the receivership of the personal estate of the late publisher Robert Maxwell were condemned as "shameful" by a High Court judge in London yesterday. He made the criticism because the fees would swallow virtually all the assets recovered.

Although £1,672,500 (£2,820,000) has been realised by the receivers, the bills submitted by accountants Buchler Phillips and law firm

Nathanson total £1,628,572, leaving just £43,928 for creditors. Mr Justice Ferris said the figures were "profoundly shocking". He continued: "I find it shameful that a court receivership should produce this result."

In an unprecedented move, he ordered a review of Buchler Phillips' costs of about £223,000 by the court's "taxing master", an official who normally examines lawyers' bills. This is the first occasion when he has examined accountants' fees.

Mr Peter Phillips, chairman of

Buchler Phillips, said afterwards: "The winding up of the Maxwell estate and the affairs surrounding the business empire of the late Robert Maxwell was one of the most complex undertaken this century to identify and track down assets. Despite considerable efforts in good faith to investigate the identity and whereabouts of assets the funds eventually left to the estate proved to be minimal".

Nathanson, whose fees totalled £705,000, denied acting in bad faith but said the case had been highly complex. After the

tycoon's death in 1991, there had been speculation about his personal fortune which had to be investigated, a spokesman said.

The judge said there had been considerable recent concern about the high level of professional fees in insolvency and receivership cases and a perception that lawyers and accountants were subject to few controls.

While private sector accountants could expect to be paid more than public servants, the £43 per hour charged by the Official Receiver compared "risibly" with the £270 just indemnity cost."

Central bank raises base rate to 6.75%

By Robert Chote and Christopher Brown-Humes in London

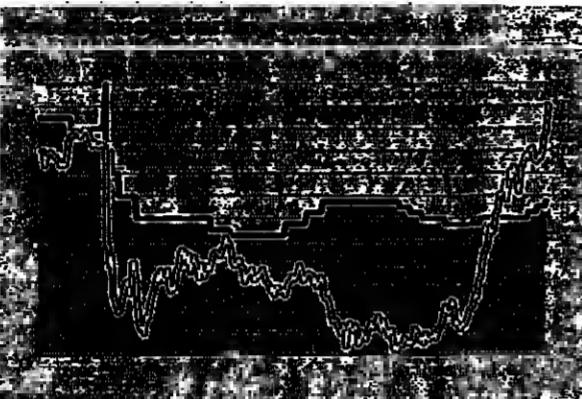
The Bank of England, the UK central bank, raised interest rates for the third successive month yesterday, prompting business groups to blame Mr Gordon Brown, the chancellor of the exchequer, for letting consumers off too lightly in last week's Budget.

The Bank's monetary policy committee voted to raise base interest rates by a quarter of a percentage point to 6.75 per cent, the highest level since 1985. Economists believe there are more rises to come as the Bank tries to forecast a consumer boom.

This increase is the inevitable consequence of a Budget which made inadequate use of fiscal measures to subdue consumer demand," said Mr Ian Peters, deputy director-general of the British Chambers of Commerce.

Mr Adair Turner, director-general of the Confederation of British Industry, the country's largest employers' lobby, said: "We would stress that further interest rate rises in the short-term would be unwelcome." He said sterling's strength was hurting exporters.

The pound fell following the rate rise, which was in



line with City analysts' expectations. It closed at DM2.956, down 14 pence from Wednesday's close.

The monetary policy committee said it had raised rates because the economy could not sustain continued growth at well above its long-term trend rate. The chancellor gave the Bank "operational independence" to set interest rates in May.

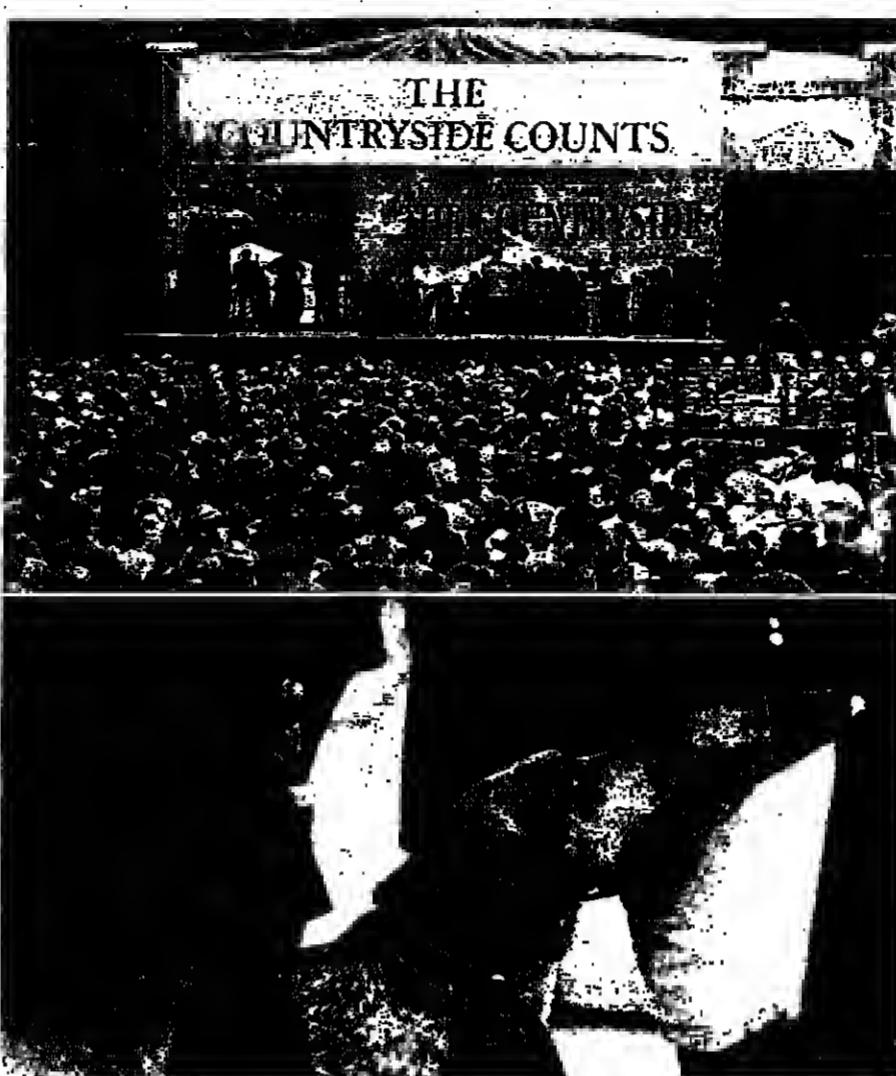
"The latest month's evidence - notably the upward revision of estimated output growth in the fourth quarter of 1996 and recent developments in monetary growth and retail sales - indicated that a further tightening of monetary policy was necessary, notwithstanding the further appreciation of the

exchange rate and the contractionary effects of the recent Budget," the committee said.

Mr Brown said in the House of Commons that the previous Conservative government had "negligently failed to tackle" inflationary pressures in the economy.

Mr Michael Saunders, at Salomon Brothers, predicted another quarter-point rise in rates next month. He added that 7.25 per cent rates, combined with a strong pound and tough budgetary plans, would slow the economy next year. But Mr Richard Jeffrey, at Charterhouse Bank, predicted 8 per cent base rates by the year-end.

Lex, Page 22



As thousands of hunt supporters converged on London yesterday for a picturesque rally to defend their sport, the government gave a firm indication that an anti-hunting bill would not receive any government time in the House of Commons, seriously undermining its chances of becoming law. The bill to ban hunting with hounds, promoted by an MP of the governing Labour party, was one of the main targets of the 100,000-strong rally

Minister urged to curb arms sales to Indonesia

By John Kampfner and George Parker in London

interest" to selected investors.

An "indication of interest" is a message telling a broker or investor that another one is offering to buy or sell a big block of shares away from the public order-driven market.

The trade is confirmed over public trading screens.

The move follows an agreement reached between AutEx, which is the leading electronic network for indications of interest in the US, and the financial information company Reuters, for AutEx data to be displayed on Reuters screens.

It could reduce the amount of business in the public "order-driven" market due to be introduced on October 20.

Although the signalling of private bids and offers for big blocks of shares was expected by the London Stock Exchange to exist alongside order-driven trading, the use of screens instead of phones could strongly encourage the practice.

Datastream/ICV, the financial information company that will supply trading facilities to many brokers and investors, is to announce today that it is including a facility for brokers to make "indications of

interest" to selected investors through a lack of liquidity.

The private signalling of bids and offers is widespread on the New York Stock Exchange as part of "upstairs" trading.

It is largely conducted using networks such as AutEx, which has links to 450 US institutions and 260 brokers.

Mr Tony Booth, business manager for AutEx in Europe, said that London brokers wanted to be able to conduct business on private networks, and to be able to display to the market that they were active dealers in particular shares.

Because the exchange's trading screens will show all bids, offers and deals anonymously, large brokers will lose their ability to show their activity.

Under the present system, marketmakers can display prices under their name.

The indications of interest given by brokers on ICV trading screens will be

route to the investors that they choose and displayed alongside the public orders.

Any investors will be able to respond electronically.

the previous government. Officials say the issue of retrospective licences will be discussed in the review, but acknowledge the legal difficulties of revoking on any agreement.

The review will establish new human rights criteria on determining arms sales - an area about which the governing Labour party argues that the previous Conservative administration was negligent.

But this will not include a blacklist of countries said to fall below the new standards set. Permission for each arms contract will be assessed on a case-by-case basis.

On taking office in May, Mr Cook immediately ordered a review of UK policy towards arms sales and human rights. The inquiry, which is being led by the Foreign Office, with defence ministry and trade and industry department input, is expected to be concluded by the end of the month.

The problem for ministers is that British Aerospace received an export licence to sell Hawks to Indonesia - one of the most controversial of recent years - from

exports to go ahead, on the grounds that there is no firm evidence the aircraft has been used for the purpose of internal repression.

Senior officials say ministers would oppose the sale of any products which might obviously be used for torture or repression by the Indonesian regime, but Hawke did not fall into that category.

However the defence ministry said it was "very concerned" about the allegations that UK products might have been misused by the Indonesian regime, and that officials were making further inquiries.

British Aerospace has already supplied 44 Hawk aircraft to Indonesia since 1980, and the order for a further 16 aircraft was placed with the company in 1996.

Bae was adamant there was no justification for halting the sale: "We have no evidence whatsoever these aircraft have ever been used against the civilian population of East Timor."

The Bae plant at Warton in north-west England has been the scene of repeated demonstrations by human rights protesters.

UK NEWS DIGEST

BA rivals put on extra flights

Rivals of British Airways are putting on more special flights from London during the three-day strike by many

Air France, which provided an extra flight from Heathrow to Paris Charles de Gaulle on Wednesday, said it was adding two more flights today to its 11 daily services. The two 94-seater aircraft would add 200 passengers to its usual daily capacity of 1,500. It said yesterday: "If we could have put on extra flights today, we would have."

British Midland has added extra flights to Frankfurt, Glasgow and Edinburgh. American Airlines said that it had experienced heavy demand for an extra daily flight from Heathrow to New York from Thursday to Saturday. Yesterday's additional flight had sold out as soon as it had been made available. Virgin Atlantic said it had managed to add an extra flight today from Heathrow to New

Easyjet, the low-cost airline which flies from Luton, to the north of London, to destinations including Glasgow, Edinburgh and Amsterdam, said bookings were up 30 per cent on their usual level for this time of year.

Hugh Robinson, the business travel agent, said that it had started booking business travellers on alternative flights from last Thursday. But available airlines were filling up.

Scheherazade Daneshkhu, London
Editorial comment, Page 21

CANTRADE HEARING

Three for trial on fraud charges

All three men said to be at the centre of an alleged \$27m currency dealing fraud have been committed for trial at the Royal Court in the island of Jersey.

After proceedings lasting nearly two weeks, during which investors flew from around the world to give evidence of their losses, magistrate Mr Bob Day announced yesterday that there was a prima facie case to answer on all charges against former Touche Ross partner Mr Alfred Williams, and Mr Peter Stoneman, a senior manager with UBS's Jersey subsidiary, Cantrade Private Bank.

Independent trader Mr Robert Young, who carried out the currency deals through Cantrade that are alleged to have lost investors \$27m, has already been remanded for trial. Mr Young and Mr Stoneman deny the charges while Mr Williams has reserved his plea. Cantrade itself faces 33 fraud charges in Jersey, the largest of the Channel Islands between England and France.

Philip Jeune, Jersey

PROPERTY UNIT TRUST

Tax changes hit joint venture

All three men said to be at the centre of an alleged \$27m currency dealing fraud have been committed for trial at the Royal Court in the island of Jersey.

After proceedings lasting nearly two weeks, during which investors flew from around the world to give evidence of their losses, magistrate Mr Bob Day announced yesterday that there was a prima facie case to answer on all charges against former Touche Ross partner Mr Alfred Williams, and Mr Peter Stoneman, a senior manager with UBS's Jersey subsidiary, Cantrade Private Bank.

Independent trader Mr Robert Young, who carried out the currency deals through Cantrade that are alleged to have lost investors \$27m, has already been remanded for trial. Mr Young and Mr Stoneman deny the charges while Mr Williams has reserved his plea. Cantrade itself faces 33 fraud charges in Jersey, the largest of the Channel Islands between England and France.

Philip Jeune, Jersey

FARMLAND

Price fall of 20% predicted

Agricultural land prices continued to rise in the first half of 1997 in spite of a worsening outlook for farm incomes, according to the latest survey by Savills, the estate agents. But the rise across the country was only 1.1 per cent.

However, the firm predicted price falls of up to 20 per cent over the next two to three years. Mr Jim Ward, head of agricultural research at Savills, said: "Farmers are becoming increasingly nervous about the state of this market." He said there had been slight falls in values in eastern England and the Midlands, where arable farming predominates.

Maggie Urry, London

BASE RATE CHANGE

Union Bank of Switzerland, London

announces that

with effect from the close of business

on 10th July, 1997

the Base Rate was increased from

6 1/4% PA to 6 1/2% PA.

UBS

Union Bank of Switzerland, PO Box 428, 100 Liverpool Street, London EC2M 2RH.
Incorporated in Switzerland with limited liability.

Machine tool output set to fall

By Peter Marsh in London

Britain is this year expected to experience its first year-on-year fall in machine tool production since 1986, with a significantly worse performance than Spain, France, Italy and Germany.

According to Cecimo, the European machine tool industry trade association, output from the whole of the European industry will rise 2 per cent this year - with the UK seeing a fall in output mainly due to the effects of the strong pound.

Britain may see a fall in output of 3.2 per cent, while Spain will experience a rise of 6.3 per cent; and France, an increase of 5.8 per cent.

Italian output is expected to rise 2.1 per cent, with Germany turning out 1 per cent more than last year - with all these changes measured in local currencies.

A positive point for Britain is that - even with the strong pound - its export performance this year is expected to be considerably

with the help of its 70 suppliers, many of which the company has encouraged to cut costs through new manufacturing methods and machinery.

We saw what was happening to sterling, and realised customers were not going to pay any more for our machines. We thought we had to do something," said Mr Malcolm Scarlett, Cincinnati's UK sales director.

Cincinnati is estimated to be the biggest manufacturer of machine tools in the UK, ahead of competitors such as Yamazaki Mazak of Japan and the GEC Group of Britain. Sales this year from its Birmingham factory in the English Midlands are estimated to be more than £100m (120m last year).

This comes after an 18 per cent rise in exports in 1996 compared with 1995.

The strong export performance from the UK industry is explained partly by many

Lloyd's regulator vows rule change

Christopher Adams,
Insurance Correspondent

Mr David Gittings, director of regulation at the Lloyd's insurance market, yesterday hit out at a system which in effect allows underwriters at the market to squeeze Names off syndicates. Names are the individuals whose assets have traditionally supported the insurance market.

He described the rules governing certain business practices at Lloyd's as "illogical" and said he would do everything within his power to ensure they were changed.

His stance will set him at odds with some of the society's leading underwriters, several of whom have been trying to take full control of the syndicates which they manage at Lloyd's. The underwriters have recently made offers to buy capacity on syndicates from Names.

Buying capacity means buying the right to support business which syndicates write.

However, members' agents handling the affairs of Names are concerned that their clients have been treated unfairly by the underwriting community. One newly created agent, Aberdeen Underwriting, says the insurance market's deputy chairman, Mr John Charman, did not allow Names it took on with the acquisition of another agent to continue supporting his syndicates.

Aberdeen says that some of the Names are in effect being turned into forced sellers of capacity.

Lloyd's yesterday announced the results of this year's first auction of syndicate capacity, which took place this week. It said \$46.8m (£28m) of capacity was traded for a total value of \$2.4m.

100 Regent Street, London, W1A 2AG. 0171 724 6080
(Nearest tube Piccadilly Circus)

9 Brompton Road, Knightsbridge, SW3 1ED. 0171 561 4404

24 St Ann's Square, Manchester M2 7JU. 0161 854 5517

36 Park Lane, Mayfair, London W1A 1JL. 0181 266 9454

Sheffield S3 1EL. 0113 256 9454

Aquascutum

summer

sale

RECRUITMENT

British Airways' staff dispute could harm its good reputation, says Richard Donkin

Perception and the reality gap

This week's strike action by cabin crew at British Airways is proving an uncomfortable reminder to employers that the UK trade unions are still capable of using their muscle.

Trade union militancy, dormant for so long, is re-emerging quite suddenly and BA is not alone among large employers facing potential industrial action. Trade unions at Barclays Bank are voting on a series of proposed strikes and an overtime ban against a new performance pay scheme.

The BA dispute, however, is at least following a traditional format. The Transport and General Workers' Union (TGWU) members are striking against plans to impose a new pay structure. Talks have broken down amid accusations from the union that BA has been inciting a strike with plans made well in advance to break any dispute by deploying replacement staff.

Observers may wonder how industrial relations at such a highly regarded company could have reached such an impasse.

The strike coincides with the publication of the results

of a survey of UK graduates' preferred employers carried out by Universum, a Stockholm-based media and communications company which questioned 2,764 students in 38 UK universities.

When the students were asked which companies they would like to work for, BA topped the list, quoted by 13 per cent of the students, followed by Andersen Consulting and Marks and Spencer, the retailer.

It seems unfortunate that at a time when BA could be celebrating its potential to attract the cream of the country's graduates, some of these students may be considering whether there is something of a gap between perception and reality.

If BA is successful in containing the action or reaching an early settlement, it should preserve its reputation as the world's favourite airline.

In the meantime, it might be tempted to keep

one eye on the internet. Neither BA nor the TGWU has specifically exploited the internet to put forward their arguments, although BA has a reference to contingency arrangements on its web site. But the potential for industrial action on the internet should not be underestimated. Intel, the US computer chip manufacturer, is facing a co-ordinated campaign by a number of employees and about 200 former employees centred upon several web pages outlining their grievances in detail.

The nature of the campaign means that it is not restricted to employees. Other interest groups have added their support to the protest organised by a group called Former And Current Employees of Intel (Face-Intel).

The group is alleging that the company used various types of discrimination, including age, in choosing

people for redundancy. A number of the campaigners have filed civil suits seeking damages.

Central to the dispute is a rating system that compares individuals in a peer group. Facelint alleges that Intel used a "termination quota" in its performance rating system to weed out those not prepared to work long hours. Disabled and older workers were particularly affected by the policy, the group says.

Whether or not the actions are successful - Intel denies the allegations and says it has never used a termination quota - the damage potential seems clear. Moreover, the internet enables Facelint to circulate its campaign among Intel employees anywhere in the world, although the company has blocked staff access to the site.

How long will it be before many more industrial disputes are characterised by propaganda campaigns

offering foreign travel, there was widespread resistance to the necessity of international relocation.

When asked which industry they would like to work for, the largest percentage of replies favoured engineering (12 per cent), followed by management consulting (10 per cent) and media and information (9 per cent).

Among the least popular sectors were consumer electronics and insurance (1 per cent each).

Popularity quest

The Universum survey found that Coopers & Lybrand, the accountancy group, was the most popular employer among UK business students, while British Aerospace was most favoured among engineering and science students. A third of the students said they preferred to work for multinational companies, attracted by the opportunity to work in other countries among other cultures and alongside employees of different nationalities.

Although more than half of those questioned were interested in companies

offering foreign travel, there was widespread resistance to the necessity of international relocation.

When asked which industry they would like to work for, the largest percentage of replies favoured engineering (12 per cent), followed by management consulting (10 per cent) and media and information (9 per cent).

Some three-quarters of the personnel specialists interviewed said they thought loyalty in the business community had decreased by no great amount. Fewer than a quarter said it had decreased substantially.

In spite of the emergence from recession and better employment prospects, most employees thought the trend for decreasing loyalty would continue over the next five years.

The report also suggests that there has been a failure by management to convince people of the necessity for experienced staff.

BANKING FINANCE & GENERAL APPOINTMENTS

Challenging and prestigious opportunities with a Major Investment Bank

Excellent Remuneration Package

Our client is one of the Arab world's fastest growing, most successful and prestigious investment banks, of international repute, with its headquarters in the State of Bahrain. The bank's principal activities are investment in, and advisory services relating to, treasury operations, international real estate and corporate investments and marketable securities.

Professional - Funds Management

The selected candidate will report to the Head of Treasury and Funds/Asset Management and will be responsible for contributing to managing a number of externally allocated portfolios invested in "hedge fund" type strategies of a diversified nature. The primary responsibilities include participation in active management of the funds/asset management program which will include monitoring the performance of various funds/portfolios managers (DAM). Other responsibilities include undertaking due diligence of fund managers, recommending new managers and substitution of underperforming managers, recommending allocations to various asset classes and strategies.

The candidate should have a professional qualification (MBA) in accounting or business administration/management and must have worked for at least 5 to 7 years in an active trading environment or with a funds/asset management firm with a strong knowledge of equities (primarily US) and equity derivatives. Strong leadership qualities, ability/desire to work well within a team structure, excellent communication skills, both oral and written, and due diligence experience in critically analysing and probing performance of traders and fund managers are also essential. Position is Bahrain based and requires considerable travel; alternative location (New York or London) could be a possibility. Ref. 97/74.

Treasury Manager

The selected candidate will be required to formulate, manage and execute overall treasury policies in line with corporate objectives. The primary responsibilities include developing and executing the annual treasury plan which will encompass active management of FX and interest rates risks, active management of a money market book and managing overall liquidity funding for the organisation. Other responsibilities include advising the funds/asset management team of market developments by maintaining close links with market participants and conducting market research. The position, based in Bahrain, requires regional and occasional international travel.

The candidate must have 5 to 7 years experience in FX and money markets trading. Extensive and up to date knowledge/application of derivatives, good contacts in the financial markets and experience of exposure management are also essential. Ref. 97/74.

Funds Risk Analyst

The selected candidate, reporting to the Head of Treasury and Funds/Asset Management, will be responsible for proactively reviewing and monitoring a broad spectrum of risks associated with investments in a number of externally allocated portfolios in "hedge fund" type strategies and to monitor the performance of various funds. The primary responsibilities include quantifying and analysing risk exposures and recommending strategies to manage these exposures, preparing risk performance analysis reports for the portfolio to senior management and funds management teams. Other responsibilities include assisting in development of risk policy and procedures and implementation of risk methodologies and systems and actively participating in the assessment and management of firm-wide risk management process.

The candidate should have a professional qualification in accounting or business administration/management with a strong financial mathematics background and must have worked for 3 to 5 years in risk management field with in-depth knowledge of financial engineering and risk management preferably gained in an investment bank. High level understanding of risk management models and use of Value-At-Risk analytics, strong analytical, statistical and quantitative skills, initiative, good communication skills, ability to work in a team-oriented environment and a strong background in PC applications are also essential. Position is Bahrain based. Ref. 97/75.

The attractive remuneration package is designed for top calibre individuals.

If you consider yourself to be the right person for one of these positions, please forward your complete résumé, to us within 10 days, to the following address and quoting the appropriate reference. We will reply to you within two weeks of receipt of your résumé. Strict confidentiality is assured.

Director of Recruitment Services, Ernst & Young, PO Box 140, State of Bahrain. Fax 00 973 535 405.

ERNST & YOUNG

CORPORATE STRATEGY ANALYSTS

You can only profit from the experience.

to £35,000 plus car

Allied Domecq is looking for Corporate Strategy Analysts to participate in creating a small Group Strategy team reporting to the Chief Executive.

We are a £4.5 billion brand-owner and retailer in the FTSE100. In wines and spirits we are one of the largest players in a global industry. Our leading brands, Ballantine's, Beefeater, Kahlúa, Courvoisier, and Canadian Club, are consumed in over 100 countries throughout the world. In the retailing portfolio our international businesses include Dunkin' Donuts and Baskin-Robbins. Our UK portfolio includes Victoria Wine and we are also one of the largest pub retailers with over 4,000 outlets including the leading brands Faskin, Wacky Warehouse and Mr Q.

Both these industries face intensifying competition and consolidation in which our successful performance is underpinned by our strengths in brand building and distribution. More specifically we are currently working through the challenges and opportunities presented by the proposed merger of two of our competitors in wines and spirits.

This is a very exciting time to join our Group Strategy team. The skills you will require are:

- excellent academic qualifications (ideally a degree in engineering or economics)
- a high level of analytical ability and numeracy
- energy and good interpersonal skills

We would expect you to have worked for around two years after your degree either in a strategic consultancy or in a blue-chip organisation in an analytical role. Financial modelling experience would be useful.

If you would like to apply, please write with a full CV and current salary details to our advising consultant, Kate Harris, at Park Human Resources, 3 Portland Place, London WIN 4HR.



ALLIED DOMEQ

Offerings & Listings Specialist

Develop your experience in an international consulting role

PW in London

Price Waterhouse provides an outstanding range of audit & business advisory, corporate finance, tax and management consulting services to many of the world's leading organisations. With 55,000 people in our 420 offices, we work with top-tier clients solving their complex business problems.

Many of our clients are already publicly quoted - we were newly appointed as auditors to three FTSE 100 companies last year alone - whilst others are less well known businesses who see public participation as a key stage in their development. Whatever is the case, the regulatory framework governing the public offering and listing of shares is a complex one and governs a wide range of their activities.

Our European Offerings & Listings team works directly with these clients as well as supporting PW engagement teams on all aspects of advisory work in the field. This includes helping clients to solve complex regulatory issues and to develop strategies which anticipate potential developments in both the regulatory framework and international capital markets. We deploy real expertise across Europe aimed at achieving maximum shareholder value.

£Competitive + flexible benefits

Given increasing demands on our resources, we are seeking an additional Senior Manager who can offer previous experience in this specialist area. This experience may have been gained from the transaction side (e.g. in a banking, broking, consulting or corporate role) or from the regulatory standpoint (e.g. as a regulator or compliance officer) but need not necessarily be UK orientated. A quick learner, you will relish the challenge of consulting work with some of the world's leading organisations.

This requires that you will be a ready team player able to build relationships quickly and easily in often pressurised and highly sensitive situations. Given the international scope of our work and the likelihood of travel overseas, additional European language would be an advantage.

Prospects for future development in this role are excellent. We will offer a range of employee benefits, including a flexible remuneration scheme which allows you to influence the shape of your total benefits package to meet your personal needs.

Interested candidates should send a comprehensive CV quoting reference number CM002, to: Charles Macleod, Senior Recruitment Manager, Price Waterhouse, 32 London Bridge Street, London SE1 9SY.

Price Waterhouse

Price Waterhouse is authorised by the Institute of Chartered Accountants in England and Wales to carry on investment business.

Business Development Manager
£50,000
Japanese Corporates
The City of London

One of the world's leading financial institutions with an important and highly successful branch in the City of London, is seeking a Business Development Manager to join their expanding Corporate Banking Department.

The department supplies corporate finance and treasury products to Corporate clients based in the UK. Your responsibilities would be to provide a relationship service, liaising between the bank's Japanese Corporate clients and their specialist financial departments.

You must be of graduate calibre, an intelligent and highly motivated self starter who is, above all, a skilled and experienced banker who can make a basic diagnosis of each project, carrying out a thorough credit risk evaluation. A detailed knowledge of Japanese Corporates is also essential, based on sound practical experience, together with finely honed communication and negotiation skills, plus fluency in spoken and written Japanese and English.

It will fall on you, as the bank's ambassador, to maintain its good name and reputation.

This management appointment offers a suitably attractive remuneration and benefit package.

Please write in the first instance, enclosing your full CV to Martin Piper, Managing Director, Cavendish Advertising Limited, 120 Crawford Street, London W1H 1AF.

The Royal Bank of Scotland

Committed to Equal Opportunities

registered, with knowledge of the Export Credit Agency and Forfaiting markets. In addition to a competitive salary, we offer an excellent remuneration package that includes performance related bonus, profit share, house purchase and share option schemes, a non-contributory pension and relocation assistance

where appropriate. Please write enclosing a full CV to Melanie Fry, Human Resources, The Royal Bank of Scotland plc, Waterhouse Square, 138-142 Holborn, London EC1N 2TH. Fax 0171 627 9933. Closing date for applications: 21 July 1997.

The Royal Bank of Scotland

Committed to Equal Opportunities

Can
for
Fin
Pro
bel

PROPRIETARY TRADING COMPANY OPERATIONAL CONTROLLER

BERMUDA

This Bermudan based company invests in the international financial markets on a proprietary basis in a similar fashion to a Hedge Fund.

Its success is founded on a dynamic and entrepreneurial attitude to business which has attracted top calibre professionals to the unique working environment of Bermuda.

An exceptional opportunity has arisen for one individual to join the accounting and trader support team that co-ordinates the daily profit and loss accounting, product price verification, settlement procedures and other ad-hoc work. Systems development and other reporting enhancements that will be

affected by the pace of change in the international capital markets will also form part of the role. In this respect, candidates with experience of database systems will be of particular interest.

Suitable candidates are likely to fit the following profile:

- a minimum of 4 years experience in the middle or back office of a securities firm, hedge fund or bank
- knowledge of the accounting, settlement and pricing procedures for FX, bonds, equities and other derivative products
- graduate calibre with a high level of numeracy

EXCELLENT PACKAGE, TAX FREE

- subsequent qualification relevant to financial services (eg ACA, CIMA, ACCA, SFA, MBA)

- a creative and visionary approach to business with a high level of motivation

If you have the necessary prerequisites and the ability and willingness to relocate to Bermuda, please contact Michael Clarke or Zoe Walkington by sending a detailed CV, stating current salary remuneration to them at: Robert Walters Associates, 10 Bedford Street, London, WC2E 9RE or fax on +44 171 915 8714 or E-mail: michael.clarke@robertwalters.com or zoe.walkington@robertwalters.com

ROBERT WALTERS ASSOCIATES

LONDON WINDSOR AMSTERDAM BRUSSELS NEW YORK HONG KONG SYDNEY WELLINGTON AUCKLAND



US GLOBAL INVESTMENT BANK FINANCIAL PRODUCTS SALES

LONDON

This successful company is a market leader in global investment banking and securities. The company serves both suppliers and users of finance around the world providing capital - raising services, developing and offering innovative financial products for a wide range of institutional clients.

An opportunity has arisen for an exceptional individual to join a specialist team within this organisation. Forming part of a comprehensive sales force responsible for numerous high quality financial products, the team provides stock indices information to investment managers in the UK and Pan-European markets.

The successful candidate is likely to be working for a leading financial

institution or a financial information services company and will be able to demonstrate the following:

- At least a three year proven track record in a demanding sales environment
- A genuine interest and an in-depth understanding of UK and European equities, in particular performance measurement
- The ability to develop and maintain strong working relationships
- Exceptional communication and presentation skills, both verbal and written
- The ability to work under pressure and meet deadlines
- A strong academic background

£ COMPETITIVE SALARY + EXCELLENT BENEFITS

- The ability to speak a second European language, preferably French, is essential

This is an exciting opportunity for an individual to join a market leader with an outstanding reputation for providing long term career progression.

If you have the necessary pre-requisites, and believe you have what it takes to develop your career in this dynamic and exciting international business please contact Sonia Thomas at Robert Walters Associates by sending a detailed Curriculum Vitae stating current remuneration to 10 Bedford Street, London WC2E 9RE. Tel: 0171 379 3333. Fax: 0171 915 8714. E-mail: sonia.thomas@robertwalters.com

ROBERT WALTERS ASSOCIATES

LONDON WINDSOR AMSTERDAM BRUSSELS NEW YORK HONG KONG SYDNEY WELLINGTON AUCKLAND



Careers for Structured Finance Professionals who believe in success

HALIFAX

Equal opportunities for all - our policy is as simple as that

EXCELLENT SALARY AND BENEFITS PACKAGES HALIFAX AND LONDON

Our conversion to plc status has enabled the Halifax to become one of Britain's top 4 banks. No financial institution in the UK is more strongly rated than the Halifax. We are committed to future growth and success in existing and new markets and these challenging roles offer you the opportunity to make a major contribution at a critical time in our development.

GROUP TREASURY STRUCTURED FINANCE

One of our main business platforms with £20bn assets, Group Treasury is a major participant in sterling money, interest rate markets and segments of the commercial lending markets. It's a dynamic and changing environment where our objective is to strengthen key parts of the Treasury team.

HEAD OF STRUCTURED PRODUCTS

A unique opportunity to lead and develop a team of specialists in the fields of securitisation and structured product design and delivery. Reporting to the Director, Capital Markets, you will develop financing solutions for the Halifax Group and a range of existing corporate customers. In addition, you will develop solutions required in support of Project Finance and evaluate complex investment opportunities in the structured capital markets.

You will be highly experienced in delivering structured finance solutions as part of a project team. You will have attained at least graduate status with an additional professional qualification being an advantage. (Ref HSP).

HEAD OF COMMERCIAL PROPERTY FINANCE

Your role will be to lead the development and implementation of a market strategy resulting in a substantial programme of funding for the commercial property sector. Our target markets are principally healthcare and residential and commercial investment property and your contribution will enable the Halifax to achieve significant expansion in these markets.

A graduate and/or professionally qualified eg. ACB, you will be an experienced corporate banker with extensive knowledge of both the corporate and public sectors gained within clearing and/or merchant banking environments. An extensive network of city contacts in the banking, legal and accounting professions will be allied to a track record of negotiating, structuring and winning profitable business. (Ref CPF)

BUSINESS DEVELOPMENT MANAGER

You will be an important member of a small, dedicated team, reporting to the Head of Commercial Property Finance, addressing the commercial property markets.

You should have a professional qualification or finance related degree and at least five years' practical experience of secured lending. You will have good working knowledge of mortgage documentation, housing and property law and the ability to prioritise your workload in order to fulfil customers' requirements. Credit analysis skills and experience are also essential. (Ref BDM)

SENIOR MANAGER PROJECT FINANCE

Your brief is to win funding mandates, structure and complete project finance transactions which will initially address projects arising from the Government's Private Finance Initiative and other major UK infrastructure projects. It will be up to you to deliver a consistent deal flow by working with senior personnel in the banking sector, major accountancy firms, the building industry and other partners.

With at least five years' experience of marketing, structuring and negotiating complex financing deals, you will probably be working in a major bank within their Project or Corporate Finance teams. Knowledge of bond financing and capital markets is particularly desirable. Highly energetic and self-motivated, you will have the maturity and presence to work effectively as part of project teams which will include senior personnel from other financial services and construction sectors. (Ref MPF)

MARKETING EXECUTIVE - LEASING

Your primary objective will be to manage the sourcing and generation of large value leasing transactions. Working within a dedicated marketing team, close liaison with internal departments and senior management will be an essential element of the role.

Professionally qualified and/or a graduate, you must be able to demonstrate a substantial track record in the marketing and negotiation of large value leasing transactions. You must possess proven analytical skills and be fully conversant with current lease evaluation techniques. Experience in structuring complex tax driven financing transactions and negotiation involving external legal and tax advisers will be allied to credit and risk evaluation capabilities and good presentation skills. (Ref MEL)

For all posts the salary and benefits packages will reflect your skills and experience and will not be a barrier to the right candidates. A comprehensive range of benefits includes relocation assistance where necessary.

To apply, please send full CV including salary expectations to Mrs P Gray, Head Office Personnel, Halifax plc, Trinity Road, Halifax, West Yorkshire HX1 2RG. Please quote the reference of the post(s) you are interested in.

Senior Risk Manager

Hong Kong

Our client is one of the world's leading investment banks with a strong credit rating and is currently experiencing growth across all its core businesses in the Asia Pacific Region. As a result of this expansion, a need has arisen for a Senior Risk Manager to play a pivotal role in monitoring risk in their equity and equity derivatives operations throughout the region.

This high profile role calls for someone with exceptional intellectual and intercommunication skills. Interfacing with the traders and liaising with many functions in the bank, the person will need to be able to assess potential risks of derivative instruments in the context of a commercial environment.



Michael Page International

International Recruitment Consultants

London Paris Amsterdam Dusseldorf Frankfurt Madrid Hong Kong Singapore Sydney Melbourne

HK\$ Excellent Package

Naturally extrovert, you should possess a good first degree and preference will be given to candidates with both strong quantitative and finance theory backgrounds. You will already have gained experience in equity or fixed income derivatives and will probably currently be a risk manager, product controller or derivative trader. In addition, you will be highly computer literate with strong analytical skills. Career prospects within this global organisation are excellent.

Interested applicants should fax their CVs to Hugh Everard, quoting reference HE113 on 00 852 2918 1001 or write to him at Michael Page International, 601 One Pacific Place, 88 Queensway, Hong Kong. E-mail: mpagek@ibm.net.

Portfolio Manager

Saudi Arabia

Tax Free Salary + Accommodation + Car + Bens

Our client is the President and principle shareholder of a number of international trading and investment companies based in Saudi Arabia and Dubai.

The substantial growth of business activities and the global investment portfolio has resulted in the requirement for a Portfolio Manager to report directly to the President.

- Formulate investment strategies with the aim of optimising return on assets and increasing the value of assets under management.
- Monitor and control the investment portfolio of stocks, mutual funds, short and long term deposits.
- Develop a comprehensive research facility through the relationships with international banks and advisors.



Michael Page City

International Recruitment Consultants

London Paris Frankfurt Madrid Hong Kong Singapore Sydney

Our client owns and operates in a Joint Venture the world's largest Telecommunications Network. The Network spans over 200 countries and provides seamless international communications to business customers. The company offers a Desktop to Desktop service to enterprises through its three major divisions, Network Services, Network Integration and Software Development. The company is planning an initial Public Offering, possibly in both New York and Europe in 1998/1999. To prepare for and support this initiative, the company wishes to further increase its finance team and recruit a number of high calibre individuals to be based in either the UK, Ireland or The Netherlands. The individuals will fill a number of specific positions, managing the complex accounting and control of this worldwide Group, with almost 100 entities in over 50 countries around the world. We would expect these individuals to grow with the Group and take on new and expanded roles and challenges over the next few years. Salaries will be competitive in the relevant country.

Budgets & Planning Manager

Salary US\$85,000 + Bonus + Car

Tasks and responsibilities:

- Oversees production of consolidated financial budgets and business plans for the Group.
- Produce Board briefings.
- Manage rolling forecasts.
- Ensure compliance with financial targets of group with regard to lending covenants.
- Ad-hoc analysis in preparation and support of IPO.

Profile of the suitable candidate:

- US GAAP experience essential.
- IPO experience highly desirable.
- 10 years financial management/planning experience in high growth entities.
- Strong modelling skills.
- Good management skills.

Contact Joost Fortuin, quoting reference JF/48857

Divisional Controllers

Salary US\$60,000 + Bonus + Car

Tasks and responsibilities:

- Control, consolidate and report on subgroup accounts and prepare statutory accounts for the multi-currency, multi-entity companies.
- Control complex intercompany accounting process.
- Control of settlements between subgroup entities.
- Oversees the completion of statutory returns and filings.
- Oversees recovery of taxes due.

Profile of the suitable candidate:

- European university degree in finance/accounting or ACA/CPA or equivalent.
- 5-7 years post qualification experience.
- Experience of tax/treasury.
- Detailed working experience of US GAAP accounting.

Contact Joost Fortuin, quoting reference JF/48857

Financial Systems Manager

Salary US\$60,000 + Bonus + Car

Tasks and responsibilities:

- Identify financial systems for the global group of companies operating in over 50 countries through up to 100 entities in many currencies.
- Ensure successful global project implementation.

Profile of the suitable candidate:

- University degree or equivalent, possibly also CACPA, but with strong systems bias.
- Proven experience in developing, managing and implementing financial systems on a global basis.
- US GAAP experience desirable.

Contact Joost Fortuin, quoting reference JF/48857

It is envisaged that applicants are aged up to 35 years, PC literate and fluent in English. They will have a pragmatic, hands-on, flexible approach to their work, with an aptitude for problem solving and working to deadlines.

If you are interested in applying for any of these unique opportunities, please send a detailed CV (in English) quoting the appropriate reference to either Joost Fortuin or Louise Wilson at Michael Page International, Gerrit van der Veenstraat 9, 1077 DM Amsterdam, The Netherlands. For further information please telephone them on 00 31 20 578 9444.

MP
Michael Page International
International Recruitment Consultants
London Paris Amsterdam Dusseldorf Frankfurt Madrid Hong Kong Singapore Sydney Melbourne

Methods & Procedures Implementation

Salary US\$50,000 + Bonus + Car

Tasks and responsibilities:

- Complete the drafting of the finance manual, covering methods, policies and procedures.
- Project manage the implementation of the manual through the three divisions.
- Ensure the implementation of this manual through the audit process.

Profile of the suitable candidate:

- Degree or accounting qualification.
- Four years post qualification experience in a multinational corporation.
- Knowledge of US GAAP.
- Interface with audit function.

Contact Joost Fortuin, quoting reference JF/48851

Planning Analyst

Salary US\$50,000 + Bonus + Car

Tasks and responsibilities:

- Be 'process owner' for the preparation of the annual budget, quarterly rolling forecast and the long range plan of the company.
- Develop a package of company financial information and analysis for presentation to the Board in relation to the annual budget, quarterly rolling forecast and the long range plan.
- Develop and maintain a long range planning model for use in the business plan process.
- Continue to enhance and improve the budgeting process through process improvements, automation and enhance systems.

Profile of the suitable candidate:

- Accounting qualification CMA or ACA.
- 3-7 years industry experience in budgeting and analysis (preferably telecom).
- Strong Excel modelling experience.
- Experience working in a multinational, multi currency environment.
- Creative problem solving abilities using modelling tools.
- US GAAP experience desirable.

Contact Louise Wilson, quoting reference LW/48853

Financial Analysts

Salary US\$50,000 + Bonus

Tasks and responsibilities:

- Participation in group consolidation.
- Intercompany reconciliation, follow-up and elimination.
- Participate in controlling the Group companies' statutory accounts filing.
- Liaise with senior management on external reporting issues.

Profile of the suitable candidate:

- A degree in accounting with 2-6 years relevant work experience in audit and/or in a multinational/cross currency environment.
- Proficient working knowledge of US GAAP and multi currency consolidation experience.

Contact Louise Wilson, quoting reference LW/48852

THE SCOTTISH OFFICE

Appointments to Highlands and Islands Enterprise

We are looking for enthusiastic, independent-minded people with a background in senior positions in industry or training, or leaders of the local community in the Highlands and Islands to be Members of the Board of Highlands and Islands Enterprise. An ability to speak Gaelic would be useful but not essential.

Highlands and Islands Enterprise (HIE) is the Government-funded economic development agency for the Highlands and Islands of Scotland, established under the Enterprise and New Towns (Scotland) Act 1990. The Board consists of a Chairman, 10 appointed members, and a Chief Executive. Highlands and Islands Enterprise has wide statutory powers to promote enterprise, training, environmental renewal and social development in the Highlands and Islands. HIE is responsible for a budget of over £75 million per annum.

A number of vacancies are likely to arise later this year. The Secretary of State for Scotland will make the appointments to Highlands and Islands Enterprise and wishes to be in a position to select from a wide field. These appointments will be made on merit and those appointed will be expected fully to support the aims of Highlands and Islands Enterprise. The appointments will be made on a fixed-term basis of up to 4 years with the possibility of renewal. It is expected that the appointments will commence on or around 1 October 1997.

Membership attracts a salary of £7,830 based on an estimated time commitment of 2 days per month.

If you are interested and would like further information, a job description and an application form please write to Rachel Sunderland, Enterprise and Tourism, The Scottish Office Education and Industry Department, 3G Victoria Quay, Edinburgh EH6 6QQ. All correspondence will be treated strictly in confidence. Applications to be submitted by 1 August 1997. Applications received after this date will not be considered.

The Government is committed to the principle of equal opportunities in making public appointments.

THE SCOTTISH OFFICE

Appointments to Scottish Enterprise

We are looking for a highly motivated individual with determination, drive and the ability to think strategically to be Chairman of Scottish Enterprise.

We are also looking for enthusiastic, independent-minded people with a background in senior positions in industry, training or services to the community to be Members of the Board of Scottish Enterprise.

Scottish Enterprise (SE) is the Government-funded economic development agency for the North-East, Central and Southern Scotland, established under the Enterprise and New Towns (Scotland) Act 1990. It also shares with The Scottish Office responsibility for Locate in Scotland and Scottish Trade International, which are the Government's lead organisations for promoting inward investment and exports across the whole of Scotland. The Board consists of a Chairman, 10 appointed members and a Chief Executive. Scottish Enterprise has wide statutory powers to promote enterprise, training and environmental improvement. SE is responsible for a budget of over £460 million per annum.

There are two current vacancies on the Board including the Chairman and a number of vacancies are likely to arise later this year. The Secretary of State for Scotland will make the appointments to Scottish Enterprise and wishes to be in a position to select from a wide field. These appointments will be made on merit and those appointed will be expected fully to support the aims of Scottish Enterprise. The appointments will be made on a fixed-term basis of up to 4 years with the possibility of renewal.

The Chairmanship of SE attracts a salary of between £20,632-£41,264 assuming a time commitment of between 1 and 2 days a week (a lesser commitment would attract a lower salary); and Board Membership attracts a salary of £7,830 based on an estimated time commitment of 2 days per month.

If you are interested and would like further information, a job description and an application form please write to Rachel Sunderland, Enterprise and Tourism, The Scottish Office Education and Industry Department, 3G Victoria Quay, Edinburgh, EH6 6QQ indicating whether you are interested in the Chairman or the Board Members vacancies. All correspondence will be treated strictly in confidence. Applications to be submitted by 1 August 1997. Applications received after this date will not be considered.

The Government is committed to the principle of equal opportunities in making public appointments.

Senior Equity Market Analyst - Emerging Markets

A leading international bank requires a Senior Equity Market Analyst to join its global team of advisers in London, with responsibility for Latin America and Sub Saharan Africa.

The successful candidate must have:-

- at least 8 years relevant equity analysis experience covering both primary and secondary market issues, particularly in the geographical areas outlined.
- Experience of selling and distributing emerging market equities;
- Fluency in Spanish, English, French and Portuguese;
- Highly developed analytical/quantitative/computer skills;
- an MBA in Finance or another relevant discipline;

Salary up to £90,000 with guaranteed bonus subject to qualifications and experience.

Write to Box A5969, Financial Times, One Southwark Bridge, London SE1 9HL

INVESTOR RELATIONS CONSULTANCY

Fast growing, City based Investor Relations Consultancy requires energetic, self-motivated Account Director.

You are likely to be between 30-40 and will have at least ten years' experience of corporate finance and/or institutional equity sales experience with a track record of direct public company contact at Board Level. Applicants must have a degree and be qualified as Registered Representatives.

Applicants should send a CV (with photograph) to:

A5971, Financial Times,

One Southwark Bridge, London SE1 9HL

Fixed Income/Relative Value broker desk seeks qualified individuals to join sales effort focusing on global Sovereign Debt & Derivative Securities such as exchange listed futures & options, cash governments & OTC options, swaps, swaptions, mortgage options, structured products, etc. This group is part of a major international AA rated bank with locations in Manhattan, Chicago, Dublin, & Paris. Relocation possible. Sales people with a book of institutional clients please respond.

Please fax resume to (212) 827-8228 (USA)

SWITZERLAND INTERNAL AUDIT/ FINANCIAL CONTROL SENIOR MANAGER

Professional with many years varied multi-nationals experience, Swiss & Brit, working German & French, desires a challenging, senior position. Can travel widely from their Zurich office. Would consider project work or to relocate.

Ph 0041 (0)1 222 1580

CONVERTIBLE

HE AND

CORPORATE

FINANCIAL

INVESTMENT

MANAGEMENT

CONSULTING

COMPANY

MANAGEMENT

CONSULTING

<p

anager

Tax Free Salary
itation + Car + Benefits

FINANCIAL TIMES FRIDAY JULY 11 1997

11

NOMURA CAPITAL MANAGEMENT (UK) LTD

UK Institutional Marketing Manager

The impending merger between the Nomura Investment Management Company (NIMCO) and Nomura Investment Trust Management which will take place on 1st October 1997, will create a global entity with funds under management of c US\$135 billion. As part of the drive to further develop UK institutional business, the group seeks a new marketing manager during this exciting phase.

The Role

- Marketing the group's investment products to:
UK Pension Industry
UK Local Authorities
UK Consultants
- Setting the UK marketing strategy and preparing presentations.
- Performing a client liaison role with existing clients.

This is a high profile opportunity within a progressive group undergoing considerable growth. The company can offer a highly competitive performance driven remuneration package and a full range of benefits.

Interested candidates should write quoting Ref: 445, enclosing a full CV to BBM Selection, 16 Watling Street, London, EC4M 9BU including contact telephone numbers.

All applicants will be treated in strictest confidence.

76 Watling Street
London
EC4M 9BU



Tel: 0171-248 3653
Fax: 0171-248 2814
E-mail: 445@bbm.co.uk

Helaba Dublin

Landesbank Hessen-Thüringen International

The Company

Helaba Dublin is an Irish bank established in the International Financial Services Centre in Dublin in 1990 and has a A-1+/AAA rating from Standard & Poor's. It is a wholly owned subsidiary of Landesbank Hessen-Thüringen Girozentrale ("Helaba"), one of the top German banks with a balance sheet total of DM 175 billion.

DEPUTY MANAGING DIRECTOR

The Position

The position includes responsibility for all credit business and risk control of the company's trading activities as well as joint management of the subsidiary, reporting directly to the Board of Directors for specific areas of responsibility. You will be in regular contact with local authorities and correspondent banks. The Head of Credit and a qualified team of credit professionals will assist you with your duties.

The Person

- The successful candidate will:
- have significant experience in international credits including complex structured finance, syndicated loans etc.
 - have some experience with the control of trading risks
 - be familiar with credit regulations including the German KWG
 - possess good communication skills
 - be computer literate
 - be fluent in both English and German

We offer a competitive remuneration package including performance related bonus, pension arrangements and the usual banking benefits.

Please send your CV in strict confidence to:

The Chairman of the Board, Helaba Dublin, Landesbank Hessen-Thüringen International
3 George's Dock, IFSC, Dublin 1

GLOBAL COMPLIANCE DIRECTOR

BASED IN SAN FRANCISCO

With operations globally and an impressive growth record, our client is the world's largest institutional asset management firm. It currently has over \$400 billion in assets under management and now seeks a key individual to play a crucial role in its continued expansion.

You will be responsible for the management of the global compliance function with staff based in San Francisco, London, Toronto, Sydney, Hong Kong & Tokyo. The new Compliance Director will be leading a Compliance Group whose role is expanding and critical to the success of the business. You will ensure that the company is in compliance with all laws, rules and regulations applicable to an investment manager and fiduciary, including activities related to securities lending. As a Managing Director, you

will have reporting responsibility to the Chief Counsel and the Board of Directors.

The successful candidate will possess the following profile:

- In excess of fifteen years experience either as a lawyer involved in financial services compliance activities or as a compliance officer (ideally with an MBA) in a bank engaged in investment management and capital markets activities.
- A minimum of ten years managing a department with responsibility for hiring, supervision of staff and all budgetary aspects.
- Experience dealing with international investment management regulatory issues (ideally IMRO) is also highly desirable.
- A forthright individual who understands the nuances of compliance issues and their

\$150,000 + SIGNIFICANT BONUS

implications for management across the businesses.

For the appointed candidate, an excellent compensation package is available, together with a comprehensive benefits package and relocation assistance where appropriate.

Interested candidates should contact Graham King on +1 212 704 0596 or Kurt Kraeger on +1 212 704 6268. Fax +1 212 704 4312. Resumes can be sent to Robert Walters Associates, Inc., 1500 Broadway, Suite 2013, New York, NY 10036, USA.

Email: graham.king@robertwalters.com or kurt.kraeger@robertwalters.com



ROBERT WALTERS ASSOCIATES

LONDON WINDSOR AMSTERDAM BRUSSELS NEW YORK HONG KONG SYDNEY WELLINGTON AUCKLAND

CONVERTIBLES ANALYST - LONDON NEW YORK

An exceptional opportunity for an ambitious numerate graduate within a major global investment bank. An exciting environment in which to work and learn.

THE PERSON

- Bright and energetic individual, with an established interest in the equities or derivatives markets
- Good first degree, an inquisitive mind and possibly an MBA
- Minimum of 6 months experience in equities, fixed income, forex, or credit areas and some knowledge of convertibles
- A strong IT orientation with experience of Microsoft Office products

THE JOB

- After initial training in London the successful applicant will be transferred to New York and assume responsibility for the North American CB product
- As a member of a Global Convertible Bond team providing valuation, spreadsheet analysis and written research working in conjunction with the Global Head of CB Research
 - Opportunity to progress rapidly within dynamic and motivated new team
 - Very competitive remuneration package

Please reply enclosing your CV to James Blackwood or Simon Miles

RVL

INTERNATIONAL SEARCH AND SELECTION
54 GROSVENOR STREET LONDON WIX 9PH
TEL: 0171 491 1112 FAX: 0171 409 1052

DEPUTY COMPLIANCE OFFICER FINANCIAL SERVICES

South West

Attractive Salary + Car + Benefits

Our client is one of the UK's most innovative investment houses with an enviable reputation in the creation and development of niche products and services for unit trusts and investment trusts. They seek to recruit a confident and energetic individual to maintain their exemplary track record with all regulatory authorities.

Reporting to the Group Compliance Officer, your role is to work closely with fund managers, sales and marketing specialists ensuring SRO regulations are adhered to. You will appraise management controls and undertake tests and checks.

The successful appointee will be of graduate calibre, with financial services compliance experience in an IMRO/PIA regulated environment. You will need an eye for detail, strong communication and diplomatic skills, along with the ability to work in a team.

This is an excellent opportunity to take a key role in a developing company and offers exceptional opportunities for career advancement. The comprehensive benefit package includes, relocation assistance.

Please apply with full career details to Robert Getting at Peter Bray Associates, 3 Blake House, Admirals Way, Waterside, London E14 9UF, Tel: 0171 538 5141 Fax: 0171 538 3953



PETER BRAY ASSOCIATES
EXECUTIVE SEARCH AND SELECTION

The European Organisation
for the Safety of Air Navigation

seeks for its Headquarters in Brussels (Belgium) a (m/f)

DIRECTOR OF FINANCE

(ref.: AA/021/FT)

The Agency is seeking to find for this demanding position at the top level of a leading European Organisation a professional and executive finance Director who is • a CHANGE manager;

• a good NEGOTIATOR; • with clear aptitude to LEAD.

Required are • a solid experience of integrated financial management and planning systems; • wide IT and systems experience; • good knowledge of French and English; • excellent interpersonal and presentation skills; • preferred age: 45 to 55 years.

An attractive international salary, including social security and pensions provisions is offered.

Application forms and further details may be obtained from EUROCONTROL,

Recruitment Section, rue de la Fusée 96, B-1130 Brussels.

Fax: 32.2.729.90.70 for enquiries only.

Please quote the above reference number.

Completed application forms must reach the above address

by 11 August 1997 at the latest.

Closing dates are strictly applied.

HEAD OF CORPORATE FINANCE

The Appropriate candidate should have:

- Sufficient skills and ability to organize business in the sphere of Corporate Finance in the emerging markets
- At least 3 years experience of working in the sphere of investments/banking
- Degree in Economics or Finance
- Skills in Financial Analysis

Please send your CV by fax 7 (812) 275 51 42

Our telephone: 7 (812) 275 52 50

Our address: The Empire F.H.C.

Furmanova St. 3 Saint-Petersburg

191187, Russia

METALS MARKETING ASSOCIATE

Based in London

The New York Mercantile Exchange is the world's largest and one of the fastest growing commodity futures exchanges. Our continuing success has created an exciting opportunity for an experienced professional with broad precious and base metals industry contacts.

As the Metals Marketing Associate, you will develop a marketing strategy and plan budgets for Europe. Responsibilities include identifying potential members/new market users of the metals exchanges to broader NYMEX's and COMEX's visibility; coordinating seminars, conferences & special events; and maximizing trade press contacts. In addition, you will keep New York abreast of market developments, trends and other metals industry information in Europe.

To qualify, candidates must possess a proven track record of success and marketing experience in precious and base metals industries. Knowledge of futures and options as well as the brokerage community is desired. Superior analytical, communication and interpersonal skills are essential.

Please submit your CV in confidence to:

Mr. Daniel Carr
Vice President - International Affairs

NYMEX

35 Piccadilly,

London W1V 9EP,

ENGLAND.

E-mail: Carr.Daniel@nymex.com

New York
Mercantile Exchange
COMEX/COMEX, The division, no members

Appointments Advertising

appears in the UK edition every Monday,
Wednesday & Thursday and in the International
edition every Friday.

For further information please contact:

Tony Finden-Crofts

+44 0171 873 4027

Financial Times

EUROCONTROL



CORPORATE FINANCE - ROMANIA

Our client, a major European Investment bank with a network of offices throughout Central and Eastern Europe, is looking to expand significantly its corporate finance capabilities in Romania (assisted by the recent easing of restrictions on foreign investment in the country) by the recruitment of two corporate finance specialists to be based in the bank's expanding Bucharest office.

CORPORATE FINANCE MANAGER

The Position:

- Origination of domestic listings, IPOs and M & A advisory business with major companies in the Romanian market, implementing a sector driven strategy.
 - Execution of the above transactions in conjunction with local office and Head Office assistance.
 - Co-ordination between the local office and the bank's corporate finance sector specialists in Head Office.
 - Marketing the bank's corporate finance capabilities to leading companies and governmental bodies.
- The Candidate:**
- Minimum of 3-5 years' M & A and/or equity capital markets experience, gained from working in a leading merchant/investment bank and/or management consultancy. At least some of this experience will have been focused specifically on Central and Eastern Europe.
 - Previous experience in valuation and market analysis.
 - Excellent communication and presentation skills to deal effectively both with prospective clients and with colleagues from a range of departments internally.
 - A fluency in Romanian and/or one other European language whilst helpful is not essential.

Salt Chapman
Associates

Both positions provide highly competitive salary and benefits packages including good bonus potential. Career prospects for the chosen individuals within this global bank, which has a strong commitment to the emerging markets, are considerable.

CORPORATE FINANCE OFFICER

The Position:

- Structuring and execution of M & A and equity IPO transactions.
 - Analysis of company accounts, preparing industry sector reports and running valuation models.
 - Identification of prospective corporate clients both on the "sell" side in Romania and on the "buy" side (through co-operation with Head Office and local offices) in both Western Europe and elsewhere in Central Europe.
 - Preparation of information memoranda, sales documents and presentations for clients.
- The Candidate:**
- Finance based degree and/or accounting qualification supplemented by a minimum of 2-3 years' due diligence/documentary experience for providing technical back-up on domestic and international regulatory requirements for equity new issuance.
 - Good analytical skills coupled with modelling and valuation experience to stimulate innovative structuring ideas.
 - Strong interpersonal skills with the ability to co-ordinate effectively both with prospective clients and with colleagues from a range of departments internally.
 - A fluency in Romanian and/or one other European language whilst helpful is not essential.

To apply, please telephone, or write to Neil Salt,
Salt Chapman Associates Ltd,
International Search and Selection,
41 Dover Street, London, W1X 3RB
Telephone 44-(0)171-493-1319 Fax 44-(0)171-493-0835

OVERSEAS CFO

Rapidly growing diversified group of companies based in Jeddah, Saudi Arabia, seeks a dynamic CFO to join its executive management team. The candidate must be totally conversant with his own responsibilities, including strategic financial planning, management of financial contracts, evaluation, negotiation and financial reporting. He must have experience in banking negotiation, financial projections and budget preparation. It is important to have the necessary interpersonal and management skills.

We offer competitive salary within the comprehensive and stimulating environment of huge potential and a challenging task. Discretionary bonus commensurate with performance.

The resume should include salary history.

Applicants should fax relevant documents to +9662 697 0641

ING BARINGS

Acquisition Finance Executive

City

£ Fully Competitive

ING Barings is one of the leading international financial institutions based in Europe. It provides a full range of advisory services in debt and equity capital markets, mergers and acquisitions and sales and trading of a wide range of financial instruments. The recently formed Acquisition Finance Team, part of the Structured Lending Group, is seeking to develop its business in two main areas - M&A related financings and leveraged buy-outs. The team specialises in the provision of senior debt and high yield financings and often work closely with the corporate finance department in raising or restructuring debt on behalf of clients. The team is currently expanding its operations throughout Europe and due to this expansion is looking to recruit an additional executive. The role will be to help in the execution of mandates won by the team and will include detailed analysis, business valuations, spreadsheet modelling and documentation.

The ideal candidate for this demanding role is likely to be a newly qualified accountant or lawyer keen to move into acquisition finance, or a graduate who has already obtained experience within another institution and wishes to progress their career.

- All candidates must be able to demonstrate:
- Excellent academic background - 2:1 degree or better from a leading university
 - Exceptional analytical, technical and communication skills
 - Initiative, creativity and maturity
 - Personal achievement.

If you are commercially minded and an ambitious executive wishing to progress your career in an expanding team within this premier bank, you should write enclosing a full curriculum vitae to Sheila Milbank, Assistant Director, Human Resources, ING Barings, 60 London Wall, London EC2M 5TQ

Career Opportunities in Investment Banking

GRADUATE AND POST-GRADUATE ENTRANTS

£Competitive

Starting September 1997

Nikko Europe Plc, the European investment banking arm of Nikko Securities, is rapidly expanding its international capital markets business, creating further demand for high calibre graduates. As one of the world's leading investment banks with an international network of offices in over 20 countries, Nikko provides rewarding and stimulating career opportunities to graduates who have a genuine interest in the financial markets and are ambitious to succeed.

Graduates and postgraduates (PhD, MBA) are required for origination, trading, and sales roles in both debt and equity products as well as risk management and quantitative development roles.

Successful candidates are likely to have a first or 2:1 degree in mathematics, economics, engineering or finance related disciplines, completed in 1995, 1996 or due to be completed in 1997. High calibre Arts graduates will also be considered for opportunities within capital markets origination. European languages are useful but not essential. All candidates should possess excellent numerical, analytical and presentation skills.

Please send a CV and covering letter to: Elizabeth Postill, Nikko Europe Plc, 55 Victoria Street, London SW1H 0EU. Deadline for applications: 31st July 1997.

NIKKO

HEAD OF TREASURY

LUXEMBOURG

Our client is the Luxembourg Branch of a major European bank, part of a large international group. Due to the strong and successful growth of the Branch and the continuing development of their Private Banking activities, they are now looking to recruit a key member of the team.

The Position

- Manage the treasury position of the Bank on a daily basis.
- Trade actively in emerging markets debt instruments for client portfolios.
- Proactively manage and develop the Bank's products (IFC's etc) and all related investments and administrative relationships.
- Report directly to the Managing Director.

The Requirements

- First-class International treasurer, with at least five years' hands-on experience in trading.
- Strong background in treasury management, FX and Money Markets, derivatives and sophisticated treasury systems.
- Real team-player, able to work within a demanding and dynamic environment.
- Ideally aged 30-45 years. Fluency in English; Spanish/Portuguese would be an asset.

Interested in this challenge? Please reply in the strictest confidence, enclosing your CV to Serge Ceuvels, K/F Selection, 19 Côte d'Etch, L-1450 Luxembourg.

K/F SELECTION
quoting Ref IT/FT. Alternatively send by fax on +352-46 43 45. E-mail: christie@kornferry.com Internet Home Page: http://www.kfselection.com

A DIVISION OF KORN/FERRY INTERNATIONAL

Leading Investment Bank MANAGEMENT/STRATEGY CONSULTANTS FOR GLOBAL SECTOR ANALYSIS

SIX FIGURE PACKAGES / CITY

Our client is a global market leader in investment banking and securities, with a reputation for delivering high value equity investment ideas to major financial institutions around the world. The Bank's global equity sector research teams are top ranked and amongst the leaders in their field. A number of management/strategy consultants are now sought to further increase analytical skills across a range of market sectors.

THE POSITIONS

- Senior and high-profile roles within global sector analysis teams. Use in-depth market sector knowledge to provide leading-edge strategic advice and stock recommendations to top investment institutions.
- Provide thought provoking analysis and recommendations on sector value drivers and competitive positioning. Considerable involvement in corporate finance.

**SAINTY HIRD
& PARTNERS**

Please send a full cv and current salary details, quoting reference 97/01, to SHP Associates, Stratton House, Stratton Street, London W1X 5PE. Tel: 0171 753 3000. Fax: 0171 753 3010.



Dresdner Kleinwort Benson

Dresdner Kleinwort Benson is one of the world's leading, fully integrated investment banks and is recognised as one of the top global co-ordinators of international equity issues. Due to increasing levels of activity across all business areas Dresdner Kleinwort Benson is looking to recruit a number of high calibre personnel.

Candidates will have the drive and ambition to thrive in a business setting environment and will be excited by the challenges that the opportunity to join Dresdner Kleinwort Benson offers. Potential candidates will be able to demonstrate an excellent academic record and a high degree of motivation.

Corporate Broking

Corporate Broking is an integral part of the Dresdner Kleinwort Benson Equity Capital Markets activities. As a member of the Corporate Broking team, you will be involved in a variety of different projects and transactions ranging from floatations, equity raisings, M&A to generalist advisory work. Strong analytical skills will be key in structuring and executing activities.

Candidates will possess a minimum of four years' Corporate Broking or Corporate Finance experience to include functioning as a No. 2 on some financing or advisory transactions.

Investment Trust Specialist

Kleinwort Benson Securities is a specialist in all aspects of Investment Trust broking. The Trust Team is one of the most highly respected in London. Due to a sustained increase in the volume of corporate business, the Investment Trust Team seeks an additional member to work with its Corporate Stockbroking Director.

Candidates must possess Investment Trust experience, a high degree of numeracy, a sound academic background and the ability to work as part of a cohesive and highly successful team.

ALL POSITIONS ARE BASED IN LONDON AND OFFER A HIGHLY COMPETITIVE SALARY AND BONUS STRUCTURE.

For further information please contact in strictest confidence our Managing Consultants David Goodrich and Julian Davy at Bell Court House, 11 Bloomfield Street, London EC2M 7JF Tel: +44-(0)171 628 0770 Fax: +44-(0)171 638 9667

Prime Executive

Group Credit Analysts

Fleming is an international investment bank with a network of offices in 41 countries worldwide.

We are recruiting credit analysts within the Group Credit area. Based in London and reporting to the Head of Group Credit, responsibilities will include analysing, monitoring and reporting counterparty credit exposures across all business areas of the Bank.

FLEMINGS

The successful candidates will be graduates with at least four years relevant experience in counterparty credit analysis across a broad range of Treasury and Structured Equity products. They will have both strong presentation skills and computer literacy and be able to handle a variety of tasks in a team environment. Experience in Asian credit markets would be a distinct advantage.

Please write in total confidence, enclosing a CV and covering letter, indicating current remuneration to:

Ann Marly, Personnel Manager
Robert Fleming & Co. Limited
25 Copthall Avenue, London EC2R 7DR

Major US Investment Bank Global Custody

City

Our client is a leading global securities firm and investment bank with an enviable reputation for innovation and enterprise. Strategic business expansion in the global custody treasury group has resulted in the need to hire a London-based individual to manage the provision of sterling cash management services for their clients.

Working as part of a global team, the position requires extensive interaction with four key areas - the Bank's clients, counterparties, various operating groups within the firm and other divisional cash management centres.

The right candidates will be managing a team of six people to deliver high quality customer service and to maximise product revenues. A P/L role, the successful candidate will be exposed to all aspects of the cash-management and custody business.



Michael Page City

International Recruitment Consultants
London Paris Frankfurt Madrid Hong Kong Singapore Sydney

£ Excellent

The ideal candidate will be a university graduate and have up to two years treasury experience, probably in cash management. An accountancy qualification or MBA would be beneficial.

Candidates must be self-starting, independent decision makers with a superior level of communication and numeracy skills. A team player, they will have a high level of integrity and commitment to take broad ownership of the product.

This is an outstanding chance for a genuine career opportunity. Candidates interested in these opportunities should contact Alex Cooper or Anne Tinsley at Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LN. Telephone 0171 269 2349. Fax: 0171 405 9649.

Package to attract the best

Premier UK Fund Management Group

Senior European Fund Manager

First-class opportunity for a successful and experienced fund manager to join this prestigious European team. The role centres around the management of one of the firm's flagship funds which has an excellent profile and long-term record. The group has substantial assets under management, an excellent reputation and is well-positioned for growth across the retail and institutional disciplines.

THE ROLE

- Take full responsibility for the investment management performance of this continental European fund, with regular travel to the region, reporting to the desk head.
- Contribute to broader country research and stock selection across the range of funds totalling £1.6 billion as an influential member of a team of four professionals.
- Play an active role in marketing to the IFA community and institutions.

THE QUALIFICATIONS

- High calibre graduate with at least 5 years' investment experience and a track record in managing a European fund within a blue-chip asset management firm.
- Proven investment record, combined with strong verbal and written communication skills with stature to present to clients.
- Confidence to debate investment strategy, succeed within a small collegiate team atmosphere and lead by example, deputising for others where necessary.

Leeds 0113 230 7774
London 0171 298 3333
Manchester 0161 499 1700

Selector Europe
Spencer Stuart

Please reply with full details to:
Selector Europe, Ref. 3001729771,
16 Cornhill Place,
London EC3V 2ED

LEADING US BROKERAGE FIRM HEAD OF COMPLIANCE

Excellent remuneration package

LONDON

Our client is a leading US brokerage firm, with over 3,600 offices in the US and Canada, who provides financial services to over 2 million individual investors. Founded in 1871, it is the largest brokerage firm in the US to serve individual investors exclusively.

Owing to the strategic growth of the business, an exciting opportunity has arisen for a high-calibre and dynamic senior compliance professional to join the newly established UK Headquarters in London.

The Position

- Supervise and develop the compliance function in the UK subsidiary of the US firm.
- Work closely with the Operations Officer to establish and maintain supervisory systems, to ensure compliance with all applicable rules and regulations.
- Review and approve new accounts, daily trades, advertising, and sales literature materials.
- Liaise extensively with the US Head Office Compliance and Field Supervision departments.
- Supervise the firm's personnel with respect to adherence to compliance procedures.

Please send your CV with current salary details to:
Sara Kenderdine-Hair, K/F Selection, 252 Regent Street, London W1R 6HL.



quoting ref: 90352A/04. Alternatively send by fax on 0171-312 3380 or by e-mail to cv@kfselction.com Internet Home Page: http://www.kfselction.com

K/F SELECTION

A DIVISION OF KORN/FERRY INTERNATIONAL

Structuring Off Shore Trusts London

Our client is the investment arm of an established and successful British bank. Due to an increase in the level of activity of off shore trusts which they handle, an experienced and ambitious individual is required to work within the investment administration department.

The key elements of the role are:

- Co-ordination and management of new product launches, working closely with the sales and marketing teams as well as third party lawyers and bankers
- Establish a central documentation area for existing and new documentation
- Standardise new documentation and structure of investment products

You will need experience in the documentation of investment trusts, ideally with offshore experience. Strong planning and communication skills are essential. This is a varied role for a genuine team player. An attractive remuneration package is available, commensurate with experience.

To discuss this opportunity in total confidence telephone Graham Cuninghame on 0171 405 4161 quoting reference no: 54097 or alternatively send your details to him at the address below:

5 Broadgate Buildings
Chancery Lane
London EC4A 1DY
Tel: 0171 405 4161
Fax: 0171 405 4160
E-Mail: fms@psd.co.uk
Internet: www.psd.co.uk



PSD

FMS
Finance and
Accountancy
Recruitment



LEADING INTERNATIONAL CHEMICAL COMPANY

EUROPEAN TRADE FINANCE AND CREDIT MANAGER

Attractive remuneration package

THAMES VALLEY, UK

Our client is a leading global producer and marketer of specialty chemicals and equipment. This organisation is highly profitable, with net sales of over £1.6 billion, and employs over 5,700 people situated in the USA, Canada, Europe, Asia and Latin America. In Europe there are manufacturing plants in Belgium, France, the Netherlands and Italy with sales offices throughout the region.

As a result of rapid growth due to acquisition, an exciting new position has been created for a Trade Finance Manager to join the European Head Office Finance Team in the UK.

The Position

- Report to the Treasurer Europe, Middle East and Africa Region.
- Management of trade finance in the region (with emphasis on Eastern Europe, ex CIS Republics and Middle East) and development of a network of trade and banking contacts.
- Extensive risk analysis/risk management of the business.
- Receivables management for the region, involving responsibility for a team of 4-6 staff in the UK, Belgium and Italy.
- Improvement of existing MIS systems to minimise losses and to respond to changing business needs.

Please send your CV with current salary details to: Sara Kenderdine-Hair, K/F Selection, 252 Regent Street, London W1R 6HL.



quoting ref: 90348A/04. Alternatively send by fax on 0171-312 3380 or by e-mail to cv@kfselction.com Internet Home Page: http://www.kfselction.com

K/F SELECTION

A DIVISION OF KORN/FERRY INTERNATIONAL

Regulatory Reporting Manager

Investment Bank

City based

Our client is one of the largest banks in Europe and one of the top 20 banks world-wide. It has an enviable reputation and a commanding international presence.

Following an internal promotion they are now looking to recruit an experienced regulatory reporting manager who will recruit and then head a small team.

You will be responsible for ensuring that all regulated group companies comply with the financial rules set out by their respective regulatory authorities.

As the head of department you will also be responsible for the full implementation and development of their regulatory reporting system.

To apply please send a full CV with a covering letter detailing your current salary to:
Andrew Fisher (ref. 229), Parkwell Management Consultants Ltd, 8 Wilfred Street, Westminster, London SW1E 6PL
Tel 0171 630 8000 Fax 0171 233 5205 Email Parkwell@Compuserve.com

PARKWELL

Head of Finance

New Textile Chemicals Joint Venture

£50,000 + Bonus & Benefits

Heathrow Area

Superb new opportunity to create the world leader in its sector. International joint venture imminent between two multibillion corporations. Accomplished accountant sought to help set up sales and marketing company and grow from current combined sales of \$40m.

THE POSITION

- ◆ Responsible for all financial matters: reports, budgets, cashflow, consolidation etc. Report to Managing Director.
- ◆ Set up all IT, systems and procedures from scratch. Prepare product profitability analyses, oversee monthly closing, deal with parent, Albarata for MD.
- ◆ File tax reports, interface with Auditors, supervise credit, implement and maintain MIS.
- ◆ Outstanding opportunity to help build a new, world-leading, international company.

QUALIFICATIONS

- ◆ Qualified ACA or ACCA, MBA preferred. 5-10 years' industry experience, ideally chemicals or processing.
- ◆ Expertise in specification and implementation of accounting systems, including spreadsheets and databases.
- ◆ Excellent interpersonal skills; a leader; able to communicate at all levels; meticulous attention to detail.
- ◆ Shirt sleeves approach; bottom-line, motivated; energetic; a skilled negotiator with an international outlook.

Please send full cv, stating salary, ref LG7074, to NBS, 54 Jermyn Street, London SW1Y 6LX
Tel 0171 405 1784 Fax 0171 493 6392

Aberdeen • Birmingham • Bristol • City • Edinburgh • Glasgow

Leeds • London • Manchester • Slough • Madrid • Paris

NBS Selections - London



Selection and Search

ISO 9002 Registered

OPERATIONS FINANCE MANAGER

monument

Excellent Package Central London

THE COMPANY

With a current market capitalisation over £800m, Monument Oil and Gas plc has enjoyed sustained growth both domestically and internationally over the last decade due to successful investments in oil & gas acreage and reserves. With all its major discoveries now in production, Monument has initiated a new phase of investment. A key element of this growth comprises the operational management of existing fields, finds or exploration acreage where additional commercial potential can be identified.

THE ROLE

As a new senior position, the Operations Finance Manager will take responsibility for providing the full range of accounting support to the company's operated projects.

Key elements of the role will be:

- Overall responsibility for operations accounting systems
- Development of partner financial reporting procedures
- Negotiation of and compliance with terms of Joint Operating and associated agreements
- Development of procedures and documentation to meet the demands of partner audit
- Contribution to the planning and resourcing of new operated venture proposals.

THE CANDIDATE

The successful candidate will possess direct experience in the exploration and production sector, have exposure to both financial and management accounting systems, be able to work effectively with operational counterparts and demonstrate proven man management skills. A flexible approach to solving problems and prioritising workload in a rapidly developing environment is essential. Personality and experience are key factors for this position.

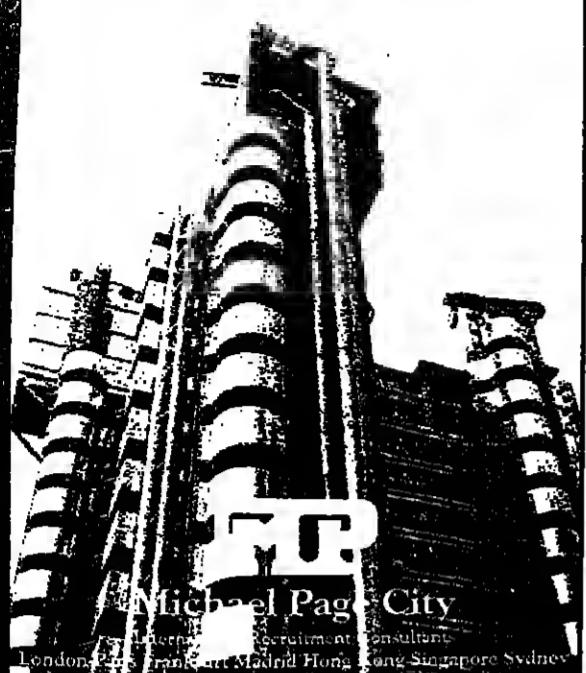
If you feel you have the right attributes to perform the role successfully, please send your details to Victoria Hahn or Chloe Fotheringham at Douglas Llambias Associates PLC, 10 Bedford Street, London WC2E 9HE. Tel: 0171 420 8000. Fax: 0171 379 4820.



DOUGLAS LLAMBIA'S ASSOCIATES
RECRUITMENT CONSULTANTS



LLOYD'S



Covering the World

Career Opportunities for Finance Professionals

Lloyd's role at the centre of the London insurance market has never been more important, spearheading change and growth into the next millennium. The high profile Corporate Audit department at Lloyd's is involved with delivering a range of projects to meet the strategic objectives of the Corporation. A new Head of Audit has been appointed and he is now looking to strengthen his team which will be integral to the growth of a risk based approach. The roles are extremely varied and cross all disciplines and levels. They will therefore suit flexible and creative individuals with strong commercial sense, able to think on their feet and operate to what is a rapidly changing environment.

Systems and Development Review

Lloyd's has well established systems divisions which supply a wide range of systems and IT services and are at the forefront of change across the Corporation. An experienced accountant is now required to enhance new systems procedures. The right candidate must have a strong ability to translate systems requirements into business solutions from a financial perspective.

The philosophy of the function is that of integrated system and financial review and as such the right candidate will work closely with other members of the team devising policies and programmes. Candidates are likely to have a minimum of two years post qualification experience with strong IT and process skills and immediate credibility with the operational management team up to director level.

There is at present no environment changing and growing more rapidly than the Lloyd's market place. As such, only exceptional candidates should apply. Remuneration packages are excellent, reflecting the calibre of candidates sought.

If you believe you can meet the challenge on offer, please send a full curriculum vitae to Sarah Hunt at Michael Page City, Page House, 39-41 Parker Street, London WC2B 5LN, fax 0171 405 9649.

Financial and Operational Review

New team members are required to work closely with the Head of Corporate Audit developing financial and operational review techniques. Likely candidates will be qualified accountants who have exceptional audit experience in practice or industry and are now looking to apply this to a fast moving environment.

The new recruits will quickly become involved with the identification and resolution of business issues and the development of risk analysis techniques. Given the nature of the function, there will also be extensive project work. No previous experience of the insurance or financial services markets is necessary; what is essential is a desire and ability to promote change and raise standards across all business areas.



AGF Insurance

AGF is a leading insurer in Europe. Worldwide it employs over 22,000 employees and is active in 30 countries on all five continents. With assets in excess of £30 billion and over 10 million policy-holders, the consolidated premium income has increased four fold in the last ten years. AGF has been active in the UK for over 40 years and employs 1,100 staff in a number of locations. The company is currently looking for two professionals to strengthen the finance team with a new Chief Financial Officer. Both positions are based in Milton Keynes.

Credit Manager

c £40,000 + Car Allowance + Bens

Reporting directly to the Chief Financial Officer, this is a high profile role which demands a proactive and results orientated manager.

- Design and implement a new credit policy.
- Shape and develop a team.
- Produce annual budgets, strategic and operational plans.
- Manage and control collections and credit terms for the company.

The successful applicant will have a proven track record in credit management gained within the insurance sector. Reference 356376

Interested applicants should forward a comprehensive curriculum vitae quoting the relevant reference number with current salary and benefit details to Michael Semark, Michael Page Finance, Grant Thornton House, 214 Silbury Boulevard, Milton Keynes MK6 2UF. Telephone 01908 692611 Fax 01908 692488. Closing date 24th July 1997.



Michael Page Finance

Specialists in Financial Recruitment
London Bristol Birmingham Edinburgh Glasgow Leatherhead Leeds
Maidenhead Manchester Milton Keynes Nottingham Reading St Albans & Worldwide

Mgmt Accountant

c £30-35,000 + Bens

Reporting directly to the Financial Controller, this commercial facing role includes:

- Provide management information in respect of the strategic business units, products and business classes.
- Monitor all aspects of expense control and business activity including productivity, quality and service.
- Implement and maintain activity based management systems.
- Manage and develop professional finance staff.

The successful applicant must be fully qualified with a detailed knowledge of management accounting and financial management techniques. Reference 358671

The successful candidate will be a qualified accountant probably aged between 30-45 years and will have a proactive, commercial approach to solving business

Commercially Focussed Finance Director

North Oxfordshire

c £45,000 + Benefits

Our client is a growing entrepreneurial company enjoying a strong position within its niche markets. The company is at the forefront of the development, manufacture and delivery of a range of technologically advanced transportation management systems and related products. With an impressive range of clients in the UK and in markets across the world, the business is in an exciting phase in its development. The recruitment of a proactive, commercially focussed Finance Director is the final part of the creation of a senior management team to deliver its medium term development goals.

The successful candidate will be a qualified accountant probably aged between 30-45 years and will have a proactive, commercial approach to solving business

problems in addition to a high level of technical competence in the area of financial control. Heading up a small finance team, the role will involve the review and appraisal of ongoing business contracts. Furthermore, the successful candidate will play a key role in tendering for new business and the identification of new opportunities for the company to exploit. Consequently, the ability to work with other disciplines as part of a commercial team is a prerequisite.

Interested candidates should write enclosing a full CV and covering letter to Andrew Jones at Michael Page Finance, 190 Corporation Street, Birmingham B4 6QD, quoting reference 356622.



Michael Page Finance

Specialists in Financial Recruitment
London Bristol Birmingham Edinburgh Glasgow Leatherhead Leeds
Maidenhead Manchester Milton Keynes Nottingham Reading St Albans & Worldwide

European Financial Controller

South East

c £50,000 + Car + Bonus

of the business to ensure that the European finance function continues to add value to the organisation.

The ideal candidate will be a qualified accountant aged 30-40, with a well rounded accounting background, preferably obtained within an international manufacturing based organisation, which should include managing a multi-function finance department within a large Plc.

A results orientated individual, the candidate will have excellent interpersonal skills, proven ability to deliver on time every time and have a willingness to travel up to 50% of the time within Europe.

This is an excellent opportunity for a well motivated individual to develop career potential within a vigorous and challenging environment.

Interested candidates should forward a comprehensive CV quoting reference J357581, together with current remuneration details to Alastair Robinson at Michael Page Finance, 45-47 High Street, Leatherhead, Surrey KT22 8AG.

This is a particularly key role within the management team. The individual will be expected to attain a thorough understanding



Michael Page Finance

Specialists in Financial Recruitment
London Bristol Birmingham Edinburgh Glasgow Leatherhead Leeds
Maidenhead Manchester Milton Keynes Nottingham Reading St Albans & Worldwide

Financial Analyst

City of London

c £35,000 + Bens

Our client is a dynamic City law firm with a growing international practice established across four continents. Noted for exceptional variety of work, its traditional practice areas include banking, corporate, international trade, property and media law. The firm has undergone strong recent growth by identifying new business opportunities and continued investment in training and technology.

They are now looking for a Financial Analyst to supplement their 20-strong finance team. Responsibilities will include the production of regular management and performance reports to Business Stream Managers and analysing this data to identify areas for management action. You will also provide the partners with financial input to the firm's future plans, budgets and

forecasts. System development and liaison with overseas offices is another vital element. The successful candidate will be a qualified accountant with around two years PQE. Key skills will be hands-on commercial experience coupled with non-finance liaison. You are likely to be seeking a new challenge in an environment which is both testing and stimulating. You will also have strong interpersonal skills, high standards of work and the ability to have a substantial influence on the business.

If you feel you have the necessary skills, please send a copy of your curriculum vitae to Andrew Bentote at Michael Page Finance, Page House, 39-41 Parker Street, London WC2B 5LN, or alternatively fax on 0171 831 2612.



Michael Page Finance

Specialists in Financial Recruitment
London Bristol Birmingham Edinburgh Glasgow Leatherhead Leeds
Maidenhead Manchester Milton Keynes Nottingham Reading St Albans & Worldwide

ERNST & YOUNG

Manager - Mgmt Accountant

Central London

c £35,000 + Car + Bens

departmental heads to promote greater understanding of the commercial drivers in their business and therefore add value to the reporting process.

The successful candidate will be a qualified accountant with strong staff management skills, a commercial focus and previous experience of reporting/budgeting/forecasting at a senior level. The key personal attributes will be energy, enthusiasm and excellent communication skills. In return you can expect rapid progression and a challenging career to this exciting global business.

Applicants wishing to apply should forward a comprehensive CV quoting reference 359914 to Andrew Bentote at Michael Page Finance, Page House 39-41 Parker Street, London WC2B 5LN. Telephone 0171 269 2439.

Further challenge within the role will be provided by the on-going development of strong relationships with the



Michael Page Finance

Specialists in Financial Recruitment
London Bristol Birmingham Edinburgh Glasgow Leatherhead Leeds
Maidenhead Manchester Milton Keynes Nottingham Reading St Albans & Worldwide

Investment Finance Manager

London

c £40,000 +

Financial analysis including business scenario modelling, risk simulation and analysis, value for money assessment, feasibility studies and benchmarking.

Project advice including administration of external financiers and legal advisors, provision of advice on PFI matters and preparing legal documents and contracts.

The successful candidate will be degree calibre and a qualified accountant with at least three years PQE. You will demonstrate an understanding of commercial and financial issues, particularly project or corporate finance transactions. You will also ideally demonstrate evidence of analysis and problem solving, self motivation, computer modelling techniques and performance management.

Candidates interested in this challenge should forward a curriculum vitae with a detailed covering letter (quoting Ref 358058) to David Morgan at Michael Page Finance, Page House, 39-41 Parker Street, London WC2B 5LN. Fax 0171 831 6293, or alternatively telephone for an informal discussion on 0171 269 2284.



Michael Page Finance

Specialists in Financial Recruitment
London Bristol Birmingham Edinburgh Glasgow Leatherhead Leeds
Maidenhead Manchester Milton Keynes Nottingham Reading St Albans & Worldwide

AND
ENTRANTS



Risk is our business. Not our policy.

That's why a Group restructuring has led to London becoming the Global Head Office for our Life & Health business.

Where else? After all, the City is famous for making things happen, and so are we at Swiss Re. We are

one of the world's leading reinsurers, operating in over 40 countries, with a reputation for excellence and commitment to business growth.

We are looking for people with a commitment to quality equal to our own, who excel in their chosen area, are

keen to develop their careers and who empathise with our desire for continued success and growth.

We are currently seeking financial professionals, capable of making a real impact on our business, to join both our UK and Divisional Life & Health teams.

Financial Accountants

£30,000 - £50,000 (depending on experience) + benefits

Operating within our UK Business team, your overall brief will include preparing financial information under UK, US and Swiss GAAP. In addition, you will provide a high quality accounting and reporting service to our India, Israel and Middle East regions, which are supported from the UK.

You will possess an in-depth knowledge of company and insurance law in the Life & Health business, along with an understanding of the UK regulatory environment and reporting procedures.

Financial Analysts

£30,000 - £50,000 (depending on experience) + car + benefits

Making a major impact on business performance, your ability to manage information and provide informed analysis and interpretation will strengthen the platform on which our business will continue to grow.

Operating within our UK Business team, you'll need to be success orientated and possess a good understanding of the Life & Health insurance or reinsurance market.

All positions require you to be an accountant with between one and five years' post qualification experience coupled with strong commercial awareness; a flexible, proactive approach and the ability to deliver solutions. Strong interpersonal and communication skills are also vital if you are to get your initiatives off the page, into action and make a real impact within our highly successful organisation. The position of Financial Analyst could equally be undertaken by a qualified actuary possessing the same qualities described above.

Financial assistance towards relocation will be provided.

To join one of the world's leading reinsurers and embark upon a highly rewarding career with potential for growth and development, please send your CV and a covering letter to Brian Mills, HR Operations Manager, Swiss Re Life & Health Limited, Moorfields House, Moorfields, London EC2Y 9AL.

Financial Review Accountant

c. £45,000 + car + benefits

Working with the management of the Life & Health Division with world-wide responsibilities, and supporting our Financial Controller, you'll play a leading role in assisting our financial management team in achieving its objectives, whilst providing information to both the Life Executive Board and Swiss Re Group's Head Office in Zurich.

A background in Life & Health insurance or reinsurance or a willingness to learn is important. Above all, you'll need the ability to tackle both financial accounting and analytical/management information with equal dexterity. To meet the objectives of this role some overseas travel will be necessary.

US GAAP Reporting Manager

£60,000 - £80,000 + car + benefits

Along with the Swiss Re Zurich US GAAP implementation team, you'll take a strategic approach to developing understanding of US GAAP within our Life & Health Division and ensure that the US GAAP project meets its objectives.

To succeed in this role you'll need a background in Life & Health insurance or reinsurance, US GAAP experience and be prepared to travel overseas.

Swiss Re Life & Health

Group Chief Accountant

GENEROUS CITY PACKAGE - LONDON

THE COMPANY

Mercury Asset Management is one of the UK's leading investment houses with a reputation for professionalism and performance. This FTSE 100 company has achieved impressive growth in recent years and has a clear strategy for the future.

Mercury currently has c£90 billion worth of funds under management with profits of c£170m.



THE ROLE

Reporting to the Group Finance Director, to control the statutory accounting function and all related areas including tax, cashflow, regulatory reporting etc. Equally important, to continue to promote the process of constant improvement in the search for the highest standards.

THE INDIVIDUAL

A graduate qualified Chartered Accountant, trained in a large international firm with first time exam passes, and with at least five years senior line financial management experience at the heart of a substantial plc, possibly in the Financial Services sector.

The remuneration package will include a competitive salary, discretionary bonus and full range of City benefits. To apply, please send a full Curriculum Vitae quoting reference 2998, to Peter Wilson FCA, at SCI Selection, Finland House, 56 Haymarket, London SW1Y 4RN. Tel: 0171 930 6314. Fax: 0171 930 9539.

MERCURY
ASSET MANAGEMENT

MERCURY ASSET MANAGEMENT plc REGULATED BY IMRO

FINANCE DIRECTOR For Planned Stock Market Flotation

EXECUTIVE RECRUITMENT COMPANY • COMPETITIVE SALARY
REVENUES FROM £5 million to £10 million in just three years

A challenging and exciting opportunity for a professional to take the financial reigns of this exceptionally successful company, which has a brilliant track record, a strong balance sheet and a debt free position. If you are 35-45 graduate calibre, with experience from the big six, plus five years commercial experience at board level and have the ability to manage a dynamic prestigious company through a practical and professional approach, please fax or post your details to:

James Clark Chairman of Evans Whitehead & Alexander Main Associates PLC
Alexander House, 311 Warwick Place, London NW1 6HG
Tel: 0171 242 9000 • Fax: 0171 302 3546

Director of Accounting & Systems

c.£50,000

London

Changing the way we work

We need to transform our accounting systems as part of the switch from cash based to resource based budgeting and accounting. We seek a Director of Accounting & Systems, a new post, to take a leading role in this process. The director will not only lead the team in the selection and implementation of the new accruals based accounting and associated systems, not simply in the Finance Department but across the MPS

A challenge worth considering?

We believe so. Achieving this fundamental change will present all sorts of frustrations and difficulties. But it will provide top level experience in leading a major change management project within the dynamic environment of an organisation with a gross budget of over £2 billion a year and over 41,000 police and civil staff. As Head of Profession for accountancy, you will have a key role in ensuring that financial and professional skills are properly applied throughout the MPS. The experience you gain will be invaluable.

The position is initially being offered on a three year contract, which covers the likely period for introduction and implementation of a major new system, but is subject to negotiation.

Are you the right person for us?

You will want and be ready to take on a leading role. You will be a qualified accountant with at least 5 years' experience since qualifying. Age (younger or older) is of less concern, but you will have reached a senior level in accountancy, have significant line management responsibilities and experience of implementing computerised accounting systems. You should have experience of working in a large organisation, together with a good knowledge of devolved financial management systems. Public sector experience is useful, but not absolutely essential. You need not only the technical accounting skills, but also managerial and presentation abilities.

What next?

An advertisement can only give you a taste of this requirement. For an information pack, please call our advising consultants, Price Waterhouse on 0171 939 2500 (24 hour line) quoting reference A/1771, leaving your name, address and a contact telephone number. Alternatively, if you would like to discuss the appointment in confidence, please telephone Alannah Hunt at Price Waterhouse on 0171 939 2399 during office hours.

The closing date for receipt of application forms is Wednesday 8th August 1997. The Metropolitan Police Service is committed to a policy of equal opportunity for all staff regardless of sex, marital status, colour, race, nationality, ethnic or national origin, sexual orientation, religion or disability.

METROPOLITAN POLICE

You should be a British or Commonwealth citizen, or a National of any state within the European Economic Area and should normally have lived in the UK or EEA for the past three years.

DIRECTOR OF FINANCE

Salary Scale £36,429 - £39,732 + OLW £1212

+8% pension contribution after 6 months service

Based at Kingston upon Thames, Surrey



National Schizophrenia Fellowship (NSF) is the largest registered mental health charity in the UK, serving people affected by schizophrenia and other severe mental illnesses. We are a rapidly expanding charity operating services throughout the UK via 8 regional offices and with a projected turnover of £25m in the current financial year.

Due to the retirement of the current post-holder, we require a Director of Finance to take responsibility for the financial management of the charity. This will involve overall control of financial planning and procedures and ensuring availability of accurate management information via a decentralised system.

CA or ACCA qualification is essential together with 5 years accountancy experience. The successful candidate will also require the communication and interpersonal skills to manage positive relations with regionally based finance staff and operational managers. Knowledge of Sage Sovereign and Tetra computer systems is essential.

For further information and an application pack please contact Tricia Platt, NSF Head Office, 28 Castle Street, Kingston upon Thames, Surrey KT1 1SS; Tel: 0181 547 3937. CVs not accepted.

Closing date: 1 August 1997.

Interviews: 5 September in London

NSF is committed to Equal Opportunities
Registered Charity No. 271028

International Finance Manager, Continental Europe

c. £45,000 + Car + Usual Benefits

THE CANDIDATE

• A qualified Accountant or MBA with a strong academic background.

• In excess of 5 years post qualification experience ideally gained within an international role/environment.

• A proven track record of involvement in strategic and commercial issues.

• Some Corporate Finance exposure would be an advantage, as would European language skills.

THE ROLE

• Publicly quoted Financial Services Group with revenues in excess of £500m.

• Specialises in the non-banking sector with operations in over 70 countries worldwide.

• A market leader in their chosen fields of expertise.

• Its reputation for success has been achieved through consistent client servicing, innovation and new product development.

To apply, please send your Curriculum Vitae to Justine Aspin or John Aspin at Axworthy Oliver Gill Associates, St Martins House, Priory Court, Pilgrim Street, London EC4V 6DR. Telephone: 0171 349 3434, Fax: 0171 782 0020, Email: JAspin@axg.co.uk.

**Axworthy
Oliver Gill
Associates**

FINANCE PROFESSIONALS SEEKING AN INTERNATIONAL CHALLENGE

BASED IN KYRGYZSTAN

qualified Accountant preferably CIMA, ACCA with at least three years POE which will include USGAAP experience. In addition you will have strong business acumen skills. Russian as a language is a distinct advantage.

INVENTORY ACCOUNTS CONTROLLER

Reporting to the Financial Controller, your key duties will be to control and implement new financial leaf buying procedures in order to improve the timeliness and relevance of management information. You will liaise closely with farm accountants and buyers to insure accurate and timely documentation of tobacco advances and purchases. You will be a Russian speaking qualified accountant either by certificate or by experience. Your care to demonstrate a good track record of accounting ability and inventory control. To make an impact in this role you will be a self starter and have enthusiasm and willingness to travel to remote locations.

To contribute and participate in the growth of this expanding organisation where hard work will be rewarded by excellent future career prospects, write in confidence quoting Ref. EK/4212 to BRS International Search and Selection, Glen House, 200-208 Tottenham Court Road, London W1P 9LA or fax to 44 171 438 2289 or E-Mail to Brinternational@btconnect.com.

BRS
INTERNATIONAL
SEARCH AND SELECTION

USA • India • China • Southeast Asia • Africa • UAE

Head of Taxation Major Multinational

London

This blue-chip multinational is a household name and major FTSE 100 company that is recognised as the pre-eminent organisation in its business sector. Global interests encompass joint ventures, third party relationships and major, wholly owned subsidiaries.

The tax function provides a key business support role at a strategic and tactical level. The Head of Taxation will play a significant role in directing and shaping the outputs of the Finance Strategy Group. He/she will lead and manage a department whose mandate includes:

- ensuring that business strategies are examined and led in a tax-effective manner;
- providing a comprehensive tax planning and compliance function throughout the Group;
- ensuring that all major capital raising/funding programmes are financed in a tax-efficient way;



SEARCH & SELECTION
86 JERMYN STREET, LONDON SW1 Y 6JD. TEL: 0171 468 3800
A GKR Group Company

c.£110,000 + Bonus

- maintaining a position of industry leadership involving issues such as asset financing, tax treaties, employee and indirect taxes.

The successful candidate will have at least ten years' experience at senior management level, preferably gained in both the accounting profession and a multinational corporate environment, encompassing a detailed knowledge of structured financing and leases. Excellent leadership and creative problem-solving skills backed up by first class technical ability, are essential for success in an environment that provides substantial commercial challenges and intellectual stimulation.

Candidates capable of making a key contribution at a senior level within this world leader should write, in the strictest confidence, to GKRS at the address below, quoting reference number 734J on both letter and envelope, and including details of current remuneration.

International Finance Director Branded Pharmaceuticals

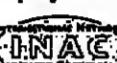
c.£65,000
+Substantial Benefits
BASED LONDON/
CZECH REPUBLIC

Reporting to the UK based Executive Director and with a strong functional responsibility to the Group Financial Director, you will play a key role in implementing the transfer of proven systems into the group's businesses in the Czech and Slovak Republics, Poland and Russia, and provide a strategic financial all key business decision making. Creating a culture of commercial awareness, continuing these improvements and providing a profit focus will be early priorities for this role. Reviewing and developing the management and application of all IT projects as well as capital expenditure decisions will be additional features. In leading and developing your team, you will coordinate all controls in each location and provide a full operational input to ensure that set objectives and strategies are met in order to ensure the group's development.

You will be a graduate accountant, aged in your 30's and able to demonstrate a commercial bias through project management. Your skills will have been developed in a pharmaceutical or FMCG business where an international track record will have been achieved. Interested candidates should write to Mark Rowley at Herst Austin Rowley, 30 St. George Street, London W1R 9FA, enclosing a full CV and quoting reference number HAR0141. Fax: 0171 409 7872. www.herst.co.uk

**HERST AUSTIN
ROWLEY**

HW Group Company



"Could you manage the production finance behind
the world's number-one brand?"



Operations Finance Manager

North Dublin

Comprehensive Package

Coca-Cola remains unquenchably thirsty - thirsty for more ways to reach more consumers in more places with more of our products. Our factory in Ireland plays a major part in the process producing and distributing concentrate to over 75 countries across Europe, the Middle East and Africa. It's a task which requires the highest levels of financial and commercial acumen. Over two six internal promotion to our Atlanta head office, we are now looking for an outstanding finance professional to join us.

Reporting directly to the Director of Finance, you'll lead a team of 15 and have responsibility for providing key operational and financial information. This will include regular budgets and business planning, detailed costing and ongoing logistics and distribution financial issues. Additionally, there will be significant involvement in the management of currency risk and currency transactions. Finally, short, projects and assignments occur on a day-to-day basis, requiring a hands on, flexible approach and the ability to "see the wood from the trees".

JONES • CHRISTOPHER
FINANCIAL RECRUITMENT CONSULTANTS

Jones Christopher, 4th Floor, Linen Hall, 162-168 Regent Street, London W1R 5TB. Tel: 0171 306 3202. Fax: 0171 734 6280.

Opportunities in the Music Industry

South London

c £35,000

Collections Accountant

Reporting to the Chief Accountant and leading a team of nine, the Collections Accountant will take lead responsibility for managing the accounting for £240 million of royalties collected by MCPS. This will involve monthly accounting, management reporting, budgeting and forecasting of UK and International royalty collection. The Collections Accountant will also take responsibility for the management of the company's overseas banking arrangements and for the ongoing development of the UK function.

Reference 357832

Each role requires a graduate finance professional who has the capability to manage people in a dynamic and challenging environment. The successful candidates will demonstrate broad based technical ability and, crucially, strong communication skills. A sense of fun and high energy levels are more important than previous music industry experience, although some knowledge of international tax or a major European language would be an advantage. Applicants for the Collections Accountant and Distributions Accountant positions must be fully qualified accountants.

If you believe you have the qualities which these roles demand, then please write enclosing a full CV and quoting the appropriate reference number(s) to Stephen Rutherford, Michael Page Finance, Page House, 39-41 Parker Street, London WC2B 5LN.

Distributions Accountant

Reporting to the Chief Accountant and managing a team of ten, the Distributions Accountant will take lead responsibility for the distribution of £240 million of royalties to MCPS members. This will involve monthly and statutory reporting, planning, budgeting and cashflow forecasting of royalty payments. The Distributions Accountant will also take responsibility for liaising with customers to ensure the highest standards of service provision. Reference 358859

Revenue Manager

Reporting to the Chief Accountant and managing a team of 30, the Revenue Manager will take lead responsibility for managing the flow of £240 million royalties from copyright users to facilitate timely distribution to members. This will involve the management and development of high volume transaction processing systems. The Revenue Manager will also liaise with customers to resolve problems and keep them aware of new developments.

Reference 357831



Outstanding Opportunities Excellent Packages

ABB is a global \$34 billion group serving electric power generation, transmission and distribution, industrial and the rail and transportation markets. Our client, ABB Steward is a £120 million turnover multi-discipline building services engineering company providing complete solutions in mechanical and electrical contracting, climate systems and building service throughout the UK.

Divisional Controllers

West London (Ref 358561) & Manchester (Ref 358595)

- These newly created roles will support the general managers in the day-to-day running of the divisions, ensuring that appropriate financial and management controls exist and that good quality information is available to divisional management on a timely basis.
- You will take an active role in the tendering process and support budgeting and forecasting.
- You will be responsible for a small finance team and work closely with project managers and the company's Business Controller.
- Likely to be a qualified accountant, you must have excellent commercial awareness with experience of operating in a large group environment. Project based experience in a quality organisation will be an advantage; first class interpersonal skills will be a pre-requisite.

Interested candidates should apply in writing (including a daytime telephone number and details of present remuneration) to Simon Keating at Michael Page Finance, Page House, 39-41 Parker Street, London WC2B 5LN, quoting the appropriate reference number.



Michael Page Finance

Specialists in Financial Recruitment

London Bristol Birmingham Edinburgh Glasgow Leatherhead Leeds
Maidenhead Manchester Milton Keynes Nottingham Reading St Albans & Worldwide

كما من الأفضل

Accounting Controller

West London (Ref 358312)

- Reporting to the Business Controller, you will be responsible for the implementation of proprietary management information systems into the largest division of the company.
- You will ensure that key financial processes are reviewed and revised to meet business needs.
- You will be a qualified accountant with experience of operating in a group environment. First class interpersonal skills and the ability to create and motivate a focused and high performing team are pre-requisites.
- Proven experience of successful systems implementation is essential; knowledge of JD Edwards software an advantage.

BUCHLER PHILLIPS TRAYNOR

Chartered accountants specialising in Corporate Recovery and Insolvency.

Due to rapid expansion in our Manchester, Preston, Leeds, Sheffield and Birmingham offices, the following opportunities are available to high calibre candidates.

Corporate Recovery Managers

The candidates should have at least 5 years experience dealing with all aspects of corporate recovery and insolvency work. Ideally applicants will either be Chartered Accountants and/or a Licensed Insolvency Practitioners. However candidates with a suitable level of hands-on experience will also be considered.

All levels of Administrators

The candidates should be experienced in corporate insolvency work particularly with a good knowledge of receiverships and liquidations or personal insolvency.

Please apply in writing enclosing curriculum vitae to

Joanne Sharpe at Buchler Phillips Traynor, Elliot House, 151 Deansgate, Manchester, BUCHLER PHILLIPS M3 3BP, or telephone on (0161) 839 0900.



RECOVERY AND RECONSTRUCTION

Chief Internal Auditor

British Airways remains at the forefront of the airline industry and is totally committed to maintaining high levels of business efficiency and customer service. Its impressive route network has been enhanced by several strategic alliances that will strengthen an already commanding market position.

The Internal Audit Department, consisting of 37 professional staff, has a positive profile gained within this demanding, fast-moving environment. Reporting to the Group Finance Director and Audit Committee, the Chief Internal Auditor will lead and manage a department focused on delivering the following key tasks:

- Identifying key systems of internal control for timely and appropriate appraisal;
- Developing recommendations to improve control, generate efficiencies and cost savings, and facilitate well-controlled change;
- Providing assistance on special projects including due diligence reviews, benchmarking activities, control risk self-assessment assistance and project management reviews.

www.british-airways.com

Heathrow Excellent Package

The successful candidate will be an accomplished leader and manager with senior level internal audit experience gained in a large, blue chip multinational. Sound commercial acumen, strong motivational/management ability and outstanding communication skills are essential in order to create a strong and sustained impact within this successful and demanding organisation.

The comprehensive remuneration package will reflect the importance of this position.

Please send a full CV in confidence to GKR, 86 Jermyn Street, London SW1Y 6JD, Tel: 0171 468 3800, quoting reference number 735J on both letter and envelope, and including details of current remuneration.

BRITISH AIRWAYS
The world's favourite airline

DIRECTOR - PLANNING & ANALYSIS

European Growth

A market leader, with an impressive portfolio of international brands, our client has a strong and growing presence in Europe.

A key role (resulting from an internal promotion) in exciting European developments, current and planned, you will:

- Co-ordinate all planning activities including budgeting and 3 year plans
- Liaise with operating companies on essential strategic financial objectives
- Track and review business performance, challenging and redirecting as appropriate
- Ad hoc projects associated with growth and development as well as acting as Deputy to the European Finance Director

The above responsibilities will demand you use business as well as financial analysis to review and challenge both trends and performance. A qualified Accountant you will have worked at operating company level and thereby appreciate the issues you will be reviewing. Commercially astute, you must be able to think creatively and question in a practical and relevant manner. Your communication and influencing skills must therefore be developed to the highest levels and your relationship building skills capable of operating across cultural boundaries. PC modelling skills are likewise essential and a second European language is desirable but not vital. Leadership skills will be crucial for your future moves within the group.

Interested candidates should write with full CV, quoting current rewards package to Karen Wilson, Hoggett Bowers, 7-9 Bream's Buildings, Chancery Lane, London EC4A 1DY, Tel: 0171 430 9000, Fax: 0171 405 5995, quoting ref: HKW/1273/FT.

Hoggett Bowers

EXECUTIVE SEARCH & SELECTION



THE PSD GROUP

FINANCIAL CONTROLLER: SUPPLY MANAGEMENT

LONDON

Over the past 12 years BT has undergone an amazing transition from state owned monopoly to highly competitive global telecommunications company. This has been achieved not only by their commitment to meeting customer needs and by maintaining their position as an innovative product supplier, but by employing people who have the commitment, motivation and drive to take them towards their vision of becoming the most successful worldwide telecommunications group.

The telecommunications market is one of the fastest growing and most exciting markets to work in. Advances in technology have broken down communications barriers and we now use communications services which were unheard of 10 years ago.

Constant investment in technological advances and in overseas markets has enabled BT to maintain its high level of performance. Since BT was privatised at least £27 billion has been spent on modernising their core telecommunications network. This equates to £450 for every man, woman and child in the United Kingdom.

An outstanding opportunity now exists within the Networks and Systems Finance team for an individual to take responsibility for the financial management and control of Supply Management operations. With an annual purchasing spend of £5bn this business unit is engaged in some of the most commercially challenging responsibilities within the group. Operations encompass areas such as Procurement, the logistics of internal distribution and supply chain management.

Key tasks include the following:

- Supporting the Director of Supply Management by providing creative, comprehensive and commercially orientated financial advice.
- Proactively managing the financial planning and control processes, maintaining budgetary control and exploiting areas of potential value-add.
- Leadership and Management of financial and commercial operations.
- Initiating and managing significant cost savings projects.

The successful candidate will have a proven record of dynamic leadership, be

TO £80K + FULL BENEFITS

able to demonstrate a high degree of commercial acumen and is likely to have had high level exposure in organisations that have experienced considerable pace and change.

You will be a "hands-on" proactive individual with the ability to innovate in a highly competitive and rapidly changing environment. It is essential that the ability to influence peers and colleagues is combined with a preparedness to establish a clear position and make key operational and strategic decisions.

This represents a superb opportunity for a highly talented individual to contribute to one of the most successful organisations of its kind. BT's greatest assets are the ingenuity, skills and talents of the people they employ.

Interested applicants should apply in David Magowan enclosing an updated CV at Robert Walters Associates, 10 Bedford Street, London WC2E 9HE. Tel: +44 171 379 3333, Fax: +44 171 915 8714.

Email: david.magowan@robertwalters.com



ROBERT WALTERS ASSOCIATES

FRIENDS PROVIDENT

Price Waterhouse

EXECUTIVE SEARCH & SELECTION

Director of Finance

Can you initiate real change in working practices and ethos?

Substantial six figure package

Dorking, Surrey

Friends Provident has enjoyed even greater success in the last year - something that can be attributed to a combination of customer confidence and a determination to excel at all levels. The appointment of a new Chief Executive, together with ambitious growth plans, has energised and focused the senior management team.

The demands on the finance function are increasing and will continue to do so. The key to this role is to ensure that those demands are accurately predicted, planned for and delivered. But to get there, you will need to effect considerable cultural change, both in standards and expectations of your own team, and in the perceptions of colleagues and advisors.

Clearly you will need to be a credible, talented leader - one who commands respect and elicits co-operation from everyone. Your own energy will not only inspire and motivate the team, it should also kindle ambition and sharpen the professionalism of all those involved. Perceptive and incisive, your ability to pinpoint difficulties and initiate swift resolutions will be as vital as your willingness to roll up your sleeves and get on with the task in hand.

Qualified and with a financial services (possibly even insurance) background, you are technically strong in both accounting and systems. The ability to demonstrate a capability beyond pure accounting is important, not only in terms of your commercial, business and management skills but also your effectiveness in handling conflicting priorities, bruised egos and the constant flow of challenges resulting from change. It goes without saying that your communication skills will sparkle whether you're making a board presentation or writing a memo.

As a key member of the executive, your contribution to the strategy and direction of this multi-million pound business will be enormous.

For a confidential discussion, call our advising consultants, Charlotte Baker on 0171 939 3025 or Hamish Davidson on 0171 939 3113. Alternatively, write with your career history, convincing us why we should meet and quoting reference H/1784/FT, at:

Executive Search & Selection
Price Waterhouse Management Consulting Ltd
Southwark Towers
32 London Bridge Street
London SE1 9SY
Fax: 0171 378 0647
Email: Charlotte_Baker@Europe.notes.pw.com

KUWAIT PETROLEUM

INNOVATIVE RECENTLY QUALIFIED ACCOUNTANT

ROTTERDAM

Kuwait Petroleum is an international energy group with a significant presence in the European trading area. The main European companies were formed in the mid-1980s and through a series of strategic acquisitions have become important players in the market for petroleum and related products. The group has a long-term commitment to operations in both the UK and mainland Europe.

To help satisfy management needs for improved financial controls in part of its European operation (Bensluis, UK and France) the Audit Department has created this opportunity for a qualified accountant to be involved in systems and management review across the spectrum of group operations. This is a developmental role and is clearly seen as a starting point for a progressive career in the group.

Applications are invited from recently qualified accountants who have large firm experience and are making either their first move into commerce, or have already left public practice but are looking for a more rewarding career. Candidates must have an excellent command of both the English and Dutch languages while a good knowledge of French would be an advantage. In addition to the salary and a car, the competitive benefits package includes a pension scheme and private health insurance.

Interested candidates should write to the Audit Manager, Burgan House, The Causeway, Staines, Middlesex, TW18 3PA England; or telephone 00 44 1784 487635 for a preliminary discussion.



C. DFL 100k+ CAR

الوظائف

Finance Director

South West

A market leader, with an impressive portfolio of international brands, our client has a strong and growing presence in Europe.

A key role (resulting from an internal promotion) in exciting European developments, current and planned, you will:

- Co-ordinate all planning activities including budgeting and 3 year plans
- Liaise with operating companies on essential strategic financial objectives
- Track and review business performance, challenging and redirecting as appropriate
- Ad hoc projects associated with growth and development as well as acting as Deputy to the European Finance Director

The above responsibilities will demand you use business as well as financial analysis to review and challenge both trends and performance. A qualified Accountant you will have worked at operating company level and thereby appreciate the issues you will be reviewing. Commercially astute, you must be able to think creatively and question in a practical and relevant manner. Your communication and influencing skills must therefore be developed to the highest levels and your relationship building skills capable of operating across cultural boundaries. PC modelling skills are likewise essential and a second European language is desirable but not vital. Leadership skills will be crucial for your future moves within the group.

Interested candidates should write with full CV, quoting current rewards package to Karen Wilson, Hoggett Bowers, 7-9 Bream's Buildings, Chancery Lane, London EC4A 1DY, Tel: 0171 430 9000, Fax: 0171 405 5995, quoting ref: HKW/1273/FT.

Hoggett Bowers

EXECUTIVE SEARCH & SELECTION



THE PSD GROUP

JACKS

WILLIAM JACKS PLC

Financial Controller

BERKSHIRE

PACKAGE £40K - 50K

Our client, William Jacks PLC is a long established and highly successful quoted motor group based in South East England with a Malaysian quoted parent. They have two franchises for BMW, Jaguar, Land Rover and Mercedes-Benz and one each for Chrysler Jeep and Rover. They operate BMW and Mercedes-Benz dealer management systems and use Kerridge for all other franchises and sites. They have a clear strategy which is focused on fulfilling the potential of their existing franchises and sites, and to grow in specialist car retailing and servicing while maintaining a high degree of customer care. Following considerable growth and re-development of their sites, they now wish to strengthen the management of their business by recruiting a proactive, forward thinking and highly commercial Financial Controller. Reporting jointly to the general managers and to Head Office, you will be accountable for the effective financial management of a group of profitable dealerships. Key responsibilities will include financial and

management accounting and reporting, implementation of financial policy and controls, cash flow, budgeting and forecasting as well as staff management and development.

It is essential that you will be a qualified accountant and are highly computer literate. Although industry experience would be an advantage, solid financial management is more important. A "hands on" and "visible" management style as well as the ability to communicate fluently at all levels is essential, as is proven experience of leading and motivating a small accounts team.

Rewards match the demands. If you feel you could make a valuable contribution in this exciting role and want to develop a career within a successful and dynamic organisation, then please write describing how you believe you meet the above criteria to: Suzanne Dubinson, Management Consultancy Division, Rohson Rhodes, 186 City Road, London EC1V 2NU.

ROBSON RHODES

Chartered Accountants

RSM

International

This senior role presents an excellent opportunity to join a \$multi-billion financial services world leader at a critical stage of growth. Competing in domestic markets, the business offers a seven days a week, centralised service with highly sophisticated systems and fast response guarantees. This is an intensely competitive market, and the new FD will be part of a senior management team whose task is to realise the full potential of this business.

Finance Director

£100k+ C. DFL 100k+ CAR

This is a commercial role with emphasis upon developing a profitable portfolio of products. Excellent long range forecasting, analysis and controllership experience is essential, as is an impressive ability to negotiate. Candidates should be qualified accountants with IT literacy and a financial services background. Exposure to US accounting and reporting procedures would be ideal. Personal qualities will include leadership and drive; a commanding presence and a natural ability to influence are critical. Career opportunities within this international organisation are excellent and success in the role will lead to early promotion.

Interested applicants should send a detailed CV quoting current salary and reference 2719/FT.

WICKLAND WESTCOTT

SEARCH, SELECTION & ASSESSMENT

Wickland Westcott & Partners,

1 Teesay Court, 50/52 Alderley Road, Wilmslow, Cheshire SK9 1NT.

Telephone (01625) 532446 Fax (01625) 53376

A Division of Mercer Richardson & Partners Limited

GE Capital

Chief Financial Officer

Czech Republic

\$ Excellent

GE Capital is one of the world's largest and most successful financial services companies and part of GE's \$70 billion global enterprise. In Europe, GE Capital's core businesses range from credit cards to equity capital, aircraft leasing to real estate and employ more than 15,000 people. In the past few years, GE Capital has acquired an average of one European company every fortnight and expects to grow further still. AFS, a leading provider of financial services across the automotive industry, has recently extended its European presence through an acquisition in the Czech Republic.

Reporting to the General Manager, the CFO's initial role will focus on the processes and integration strategy for the acquired company's transition, working with the GE Corporate Finance functions, auditors and headquarters in Europe and America. Responsibilities will include managing the finance function, co-ordinating corporate treasury and ensuring the financial systems are accurate, timely and adhere to GE and Czech requirements and standards. Additionally, you will be involved in assessing further acquisition opportunities.

Michael Page Eastern Europe
International Recruitment Consultants

INTERNATIONAL BUSINESS ANALYST FOR ONE OF SCOTLAND'S TOP 50 COMPANIES

Glasgow £Neg

One of Scotland's leading public companies, with trading interests in 10 countries around the world, is looking to appoint an International Business Analyst to join its small corporate team based at its Glasgow Headquarters.

The International Business Analyst will be identifying and recommending ways to improve performance by creating, implementing and monitoring various performance indicators throughout our Client's network of overseas subsidiary companies.

He/she will also undertake various ad-hoc assignments in relation to Group merger and acquisition activity and, as required, deputise for subsidiary Company Finance Directors.

Risk management, the safeguarding of Company assets and ensuring compliance with legal, ethical and

accounting standards will form the third key element of this job.

To take advantage of this opportunity you will be a graduate, probably in your late 30s, CA or CIMA qualified. You will have an audit background and experience as a Business Controller. Experience of working overseas, ideally in a developing country, would be helpful, but the main requirement will be your strong analytical, modelling and technical skills.

In the first 2 years, the job would involve significant travel. Thereafter, the prospects within the Group are excellent for the right person.

In addition to an attractive salary, the company offers a bonus, car, pension and relocation expenses.

COBURN BLAIR
SEARCH AND SELECT ON

Offices in:
London, Edinburgh, Glasgow

Write with CV and salary details, quoting reference 9491 to Ian Winter, Director, Coburn Blair, 63 George Street, Edinburgh EH2 2JG. (Fax 0131 236 5110).

Finance Director – FMCG

Yorkshire

To £60,000 + Incentives + Benefits

Our client is a highly visible subsidiary of a major listed food group. The company has a turnover of £100m+ and is a leader in its sector with a portfolio of household recognised brands. A dynamic, young management team has achieved significant market penetration in branded and own label ranges and the company has ambitious plans to meet customer expectation.

The new Finance Director must understand FMCG, make an immediate impact and have the breadth to take on a wider management role. The appointed candidate will have full responsibility for the finance and IT function and ideally will have experience of modern manufacturing methods, MRP II or major systems development.

Candidates should be qualified accountants with a good academic pedigree who ideally will have experience in a FMCG or retail environment. This is a high profile role in a successful group with outstanding career prospects.

Please send a comprehensive CV, detailing full remuneration package, and quoting reference 70605.

5 LISBON SQUARE, LEEDS, WEST YORKSHIRE LS1 4LY. TELEPHONE: 0113 244 3300



FINANCE DIRECTOR

STRONG COMMERCIAL FOCUS - CONSULTANCY BUSINESS

LONDON (WEST END)

c. £55,000 + BENEFITS

- Pivotal role within a leading consultancy providing corporate fraud investigative and related services. Poised for major growth over next three to five years. Worldwide interests. Prestigious international client base. Subsidiary of a major UK plc.
- Significant scope to develop in this role. Overall brief to strengthen and upgrade quality of financial management in core UK operation and international subsidiaries, and to act as business partner to the new executive team recruited to spearhead growth and rapid expansion from its current c.£15 million turnover.
- Initial focus will include developing existing controls and disciplines, implementing new accounting systems and introducing greater

financial awareness throughout the consulting team.

- Excellent career move for a commercial, qualified accountant probably aged 35+ with a record of enhancing business efficiency and performance at operating company level through strong financial leadership.
- First hand exposure of turning around underperforming operations, ideally with experience of time based billing systems. Detail minded, first class IT skills. Able to operate without large company resources.
- Skilled influencer, resilient and action orientated. Adaptable personality. Sympathetic to the unique demands of a professional services culture, but single-minded in the pursuit of rigorous financial and operational standards.

Please apply in writing quoting reference 1440 with full career and salary details to:
Phil Bainbridge
Whitehead Selection
11 Hill Street, London W1X 8BS
Tel: 0171 250 2084
<http://www.gbs.co.uk/whitehead>

**Whitehead
SELECTION**

A Division of Whitehead Mann Ltd.
a Whitehead Mann Group PLC company

Recently Qualified ACA's

...with ambition & potential to become General Managers

c.£35,000 + Car + Benefits

South Buckinghamshire

Our client is the UK's market leader in food distribution, fish sourcing and processing and agribusiness, yet their influence is not confined to this country. Today they are a £5 billion business with a customer base that spans more than 85 countries worldwide.

For talented ACAs, the possibilities are almost limitless: not least because you could be sponsored to gain an MBA. The one proviso is that you can excel in the demanding and varied role in Corporate Audit and have significant long-term career potential.

The role will give you exceptionally broad financial and commercial experience. You will work closely with the Directors and Senior Managers of our client's subsidiary companies, focusing on areas where business risk is at its highest.

Please send full cv, stating salary, ref LG785C4/R, to NBS, 54 Jermyn Street, London SW1Y 6LX. Fax 0171 499 0447 or call Tel 0171 493 4392.

Relocation assistance will be available if required.

Aberdeen • Birmingham • Bristol • City • Edinburgh • Glasgow • Leeds • London • Manchester • Slough • Madrid • Paris

NB Selection - London



Selection and Search

ISO 9002 Registered

Finance & Commercial Director Warner/Oasis Holidays

**Hemel Hempstead
c.£55,000 + car & benefits**



Senior financial post within leading leisure Group

Rapidly growing holiday brands . . . focusing on short breaks (Warner) and newly launched countryside vacations concept (Oasis). Key strategic business of Rank Group, the £2bn international leisure and entertainment specialist with major investment plans.

Work closely with Managing Director . . . providing comprehensive, broad based financial services for c£100m operation, including coordination of strategic plan, annual budgets and capex proposals. Assist in M&A investigations. Monitor achievement against performance milestones and provide accurate financial perspective. Identify and develop commercial opportunities. Lead and develop a team of seven.

Graduate calibre, qualified accountant . . . currently with a quality, ideally branded, multisite organisation; familiar with dynamics of high volume customer base. Highly commercial, with proven line management ability. Well developed IT literacy as important as first class interpersonal, communication and presentation skills.

**Please apply
by sending your CV, quoting
reference B97168 and
stating current salary**

**B-I-Recruiting
24 Queen Anne's Gate
London SW1H 9AA
Fax: 0171 222 8838**

B-I-RECRUITING

FINANCE DIRECTOR

LOGISTICS

£60,000 + BONUS + CAR

MIDLANDS

This pan-European market leader in bulk logistics, with turnover exceeding £100 million, is backed by the strength and resources of a successful PLC. With an impressive list of demanding, blue-chip customers, it is poised for further growth into Continental Europe.

Working closely with the Managing Director, you will play a key commercial role on the dynamic senior management team, driving the strategic direction of the business and quantifying risk in this growth culture. Leading a strong finance team in Kortenau in the UK and Continental Europe, your responsibilities will cover financial planning, control and information systems, but you will be closely involved in the overall management of the business and will be expected to contribute to major commercial decisions.

A qualified accountant, you will have Continental European experience - ideally gained in such sectors as logistics, transport or industrial services, almost certainly within a multi-site operation. You must be thoroughly commercial with interpersonal and communication skills of the highest order to enable you to make an effective contribution at a strategic level in this demanding team environment. Fluency in a second European language would be a distinct advantage.

Please reply in confidence, enclosing your CV and current salary details to Joelle Warren at Howgate Sable & Partners, Arkwright House, Parsonage Gardens, Manchester M3 2LF. Tel: 0161-838 0064, quoting ref: FT8004. Visit our web site at <http://www.djppjobs.net/howgate>

**Howgate Sable
& PARTNERS
EXECUTIVE SEARCH AND SELECTION**

London • Manchester • Leeds • Newcastle

HEAD OF INTERNAL AUDIT

London
**to £40,000
+ Car
+ Benefits**

Compagnie Générale des Eaux (CGE) is a world leader in the provision of community services. Established in 1853, their businesses embrace transportation, energy, telecommunications, construction, water and waste management. They employ some 219,000 people and last year enjoyed revenues of over £20 billion. A UK subsidiary of the French based international transport group CGEA, part of CGE, Connex Rail Ltd recently won the franchise to operate two major passenger rail services in the UK: Connex South Central and Connex South Eastern. They are committed to investing £435 million in new trains, improved services and enhanced station facilities and raising the profile of the organisation to that of a highly efficient, customer focused service business.

Audit. You will be instrumental in shaping the department for the future and will lead and direct the audit of all activities and operations of Connex. Key tasks will include the evaluation and improvement of internal controls and procedures, the design of risk assessment models and the review of current audit methods as well as the development of computer system based audits.

To succeed in this high profile and demanding role you will be a qualified accountant with at least 3 years' POE. You will currently be heading up an internal audit team (or be a strong number two); alternatively you will be managing audit teams within a professional firm and seeking to move into commerce. A natural leader, you will exhibit excellent organisational skills coupled with the ability to forge strong relationships at all levels both internally and externally. Prospects are excellent within Connex as well as within CGE.

Interested applicants should apply to Robert Macmillan, stating current remuneration and quoting reference number UKR110291 at Nicholson International, Bracken House, 34-36 High Holborn, London WC1V 6AS. Alternatively fax your CV on 0171 404 8128 or e-mail: robert@nicholsonint.com

**n NICOLSON
INTERNATIONAL**

Atlanta • Austin • Beijing • Boston • China • Czech Republic • France • Germany • Holland • Hong Kong • Hungary • India • Italy • Japan • Portugal • Norway • Russia • Spain • Singapore • Switzerland • UK • Tokyo • Turkey

**ARTS
GUIDE**

ARTS

Where nothing is at all sacred

Stephen Pettitt meets a success story of the Almeida

By common consent the outstanding successes of the last two Almeida Opera Festivals were the performances of Giorgio Battistelli's 1981 "work of imaginary music", *Experimentum Mundi*, involving the participation of Italian artisans. So captivating was this work that the Almeida saw Battistelli back to Rome with a commission for a new work. The result is *The Cenci*, the latest in a lengthening stream of impressive music-theatre pieces which in the 1990s alone have included *Kepfers Traum* (1990), the Pasolini-inspired *Teorema* (1992) and a work on Fellini's film, *Prova d'Orchestra* (1995).

Based on Artaud's 1935 play written for his experimental Theatre of Cruelty, *The Cenci*'s subject is the incestuous relationship - historical fact - between the 16th century nobleman Cenci and his daughter Beatrice and her subsequent successful plot to have him assassinated.

Artaud's theatre, through a brutal and daring mix of myth, ritual and magic, aspired to be as real as the story itself. Battistelli's objective in this work, scored for four actors rather than singers, is similar, as he explained to me during a rehearsal break.

"The piece is not classical theatre, and it's not opera. It's very interesting, treadng this path between two classical dimensions. Much experimental theatre a few years ago was theatre without voices. In *The Cenci*, we have voices, but behind them we have very sophisticated technology."

The voices are amplified, interacting with the music, and the sound is transformed by computer.

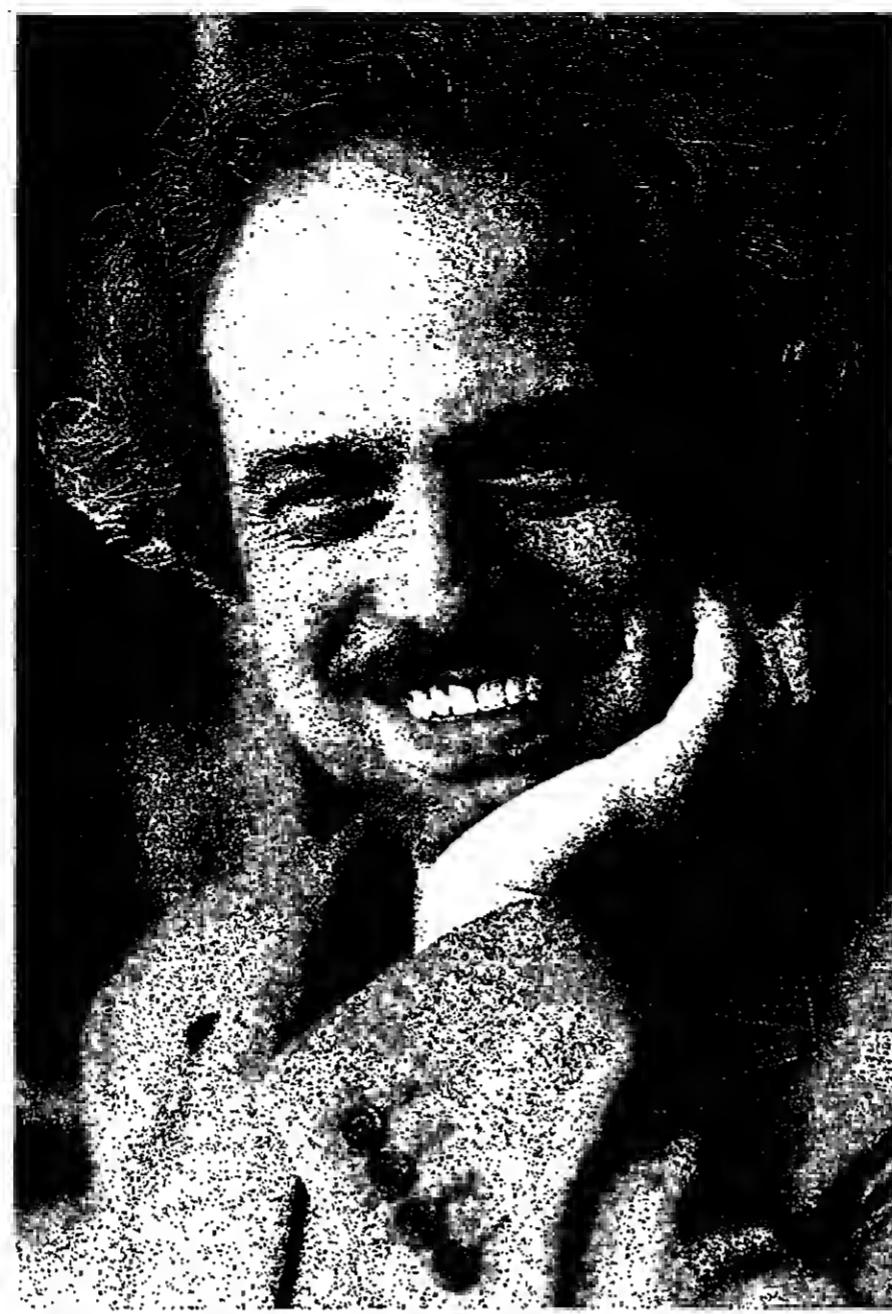
"The microphones amplify every dimension. The audience can listen to changes in the face, in the body." The effect, he says, is dramatic.

Although Battistelli maintains that the theme of incest in the text is very strong - "it's not easy on the audience. Many families really live this drama" - *The Cenci* ventures beyond the subject. It is about the abuse of power, and about hypocrisy, as relevant now as in the period of the story. "I hope it's possible also to detect a little irony," says Battistelli.

The relationship between Cenci and his daughter is ambiguous. He is her father but he shows her that she has sex appeal, and that gives her power too. Perhaps she likes being attractive to him in some way."

The second part of *The Cenci*, when the stage becomes a piece of installation art, is its most overtly radical aspect. "We pause for 30 minutes and then the audience can go back inside the theatre in small groups to explore the stage. We have many hidden sensors and when you touch them you hear a part of the sound of the opera, a fragment from the memory. So we can listen to everything, touch everything. Nothing is sacred. You can be in the same space where the drama was. So you have more sense of its reality."

Battistelli claims that his next theatrical work, *Die Entdeckung der Lang-*



Giorgio Battistelli: 'The audience can listen to changes in the face, in the body'

samkeit, based on a novel by Sten Nadolny and to be seen in October in Bremen, is less experimental. Experimentalism nevertheless remains his hallmark. Each opera poses a new question, a new problem, he says. "I cannot write two works with the same technique. Perhaps with the same poetic and aesthetic sensibilities. But the strategy must change in order to find a new imagination."

"Twenty-five years ago, Pasolini caused a scandal when he said there is no difference between the fascist side and the communist side because they both prized uniformity. In music, we still

have something of this. And that is not good."

There is another opera on the way, commissioned for the 1998 Maggio Musicale in Florence and based on the early 20th century experimental novelist Raymond Roussel's *Impressions D'Artique*. But Battistelli is anxious to reassure me that he also writes abstract music.

"It's strange. All of my pieces, abstract and theatrical, start from a literary connection. I always think in terms of drama."

Lately the composer's burgeoning reputation throughout Europe has brought him important administrative posts in Italy. For four years he has held the politically sensitive reins of the Monte-pulciano Cantieri in Tuscany, succeeding his friend Hans Werner Henze, though this year he took a year out.

And since 1996 he has been artistic director of the Orchestra della Toscana,

"the best chamber orchestra in Italy". I put it to him, only half joking, that he now has plenty of opportunity for wielding undue power and influence. "Well, I don't like to play the little pipe. I prefer to give friends, composers, colleagues, a good opportunity to make some invention. That is all."

posts in Italy. For four years he has held the politically sensitive reins of the Monte-pulciano Cantieri in Tuscany, succeeding his friend Hans Werner Henze, though this year he took a year out.

And since 1996 he has been artistic director of the Orchestra della Toscana,

"the best chamber orchestra in Italy". I put it to him, only half joking, that he now has plenty of opportunity for wielding undue power and influence. "Well, I don't like to play the little pipe. I prefer to give friends, composers, colleagues, a good opportunity to make some invention. That is all."

posts in Italy. For four years he has held the politically sensitive reins of the Monte-pulciano Cantieri in Tuscany, succeeding his friend Hans Werner Henze, though this year he took a year out.

And since 1996 he has been artistic director of the Orchestra della Toscana,

"the best chamber orchestra in Italy". I put it to him, only half joking, that he now has plenty of opportunity for wielding undue power and influence. "Well, I don't like to play the little pipe. I prefer to give friends, composers, colleagues, a good opportunity to make some invention. That is all."

posts in Italy. For four years he has held the politically sensitive reins of the Monte-pulciano Cantieri in Tuscany, succeeding his friend Hans Werner Henze, though this year he took a year out.

And since 1996 he has been artistic director of the Orchestra della Toscana,

"the best chamber orchestra in Italy". I put it to him, only half joking, that he now has plenty of opportunity for wielding undue power and influence. "Well, I don't like to play the little pipe. I prefer to give friends, composers, colleagues, a good opportunity to make some invention. That is all."

posts in Italy. For four years he has held the politically sensitive reins of the Monte-pulciano Cantieri in Tuscany, succeeding his friend Hans Werner Henze, though this year he took a year out.

And since 1996 he has been artistic director of the Orchestra della Toscana,

"the best chamber orchestra in Italy". I put it to him, only half joking, that he now has plenty of opportunity for wielding undue power and influence. "Well, I don't like to play the little pipe. I prefer to give friends, composers, colleagues, a good opportunity to make some invention. That is all."

posts in Italy. For four years he has held the politically sensitive reins of the Monte-pulciano Cantieri in Tuscany, succeeding his friend Hans Werner Henze, though this year he took a year out.

And since 1996 he has been artistic director of the Orchestra della Toscana,

"the best chamber orchestra in Italy". I put it to him, only half joking, that he now has plenty of opportunity for wielding undue power and influence. "Well, I don't like to play the little pipe. I prefer to give friends, composers, colleagues, a good opportunity to make some invention. That is all."

posts in Italy. For four years he has held the politically sensitive reins of the Monte-pulciano Cantieri in Tuscany, succeeding his friend Hans Werner Henze, though this year he took a year out.

And since 1996 he has been artistic director of the Orchestra della Toscana,

"the best chamber orchestra in Italy". I put it to him, only half joking, that he now has plenty of opportunity for wielding undue power and influence. "Well, I don't like to play the little pipe. I prefer to give friends, composers, colleagues, a good opportunity to make some invention. That is all."

posts in Italy. For four years he has held the politically sensitive reins of the Monte-pulciano Cantieri in Tuscany, succeeding his friend Hans Werner Henze, though this year he took a year out.

And since 1996 he has been artistic director of the Orchestra della Toscana,

"the best chamber orchestra in Italy". I put it to him, only half joking, that he now has plenty of opportunity for wielding undue power and influence. "Well, I don't like to play the little pipe. I prefer to give friends, composers, colleagues, a good opportunity to make some invention. That is all."

posts in Italy. For four years he has held the politically sensitive reins of the Monte-pulciano Cantieri in Tuscany, succeeding his friend Hans Werner Henze, though this year he took a year out.

And since 1996 he has been artistic director of the Orchestra della Toscana,

"the best chamber orchestra in Italy". I put it to him, only half joking, that he now has plenty of opportunity for wielding undue power and influence. "Well, I don't like to play the little pipe. I prefer to give friends, composers, colleagues, a good opportunity to make some invention. That is all."

posts in Italy. For four years he has held the politically sensitive reins of the Monte-pulciano Cantieri in Tuscany, succeeding his friend Hans Werner Henze, though this year he took a year out.

And since 1996 he has been artistic director of the Orchestra della Toscana,

"the best chamber orchestra in Italy". I put it to him, only half joking, that he now has plenty of opportunity for wielding undue power and influence. "Well, I don't like to play the little pipe. I prefer to give friends, composers, colleagues, a good opportunity to make some invention. That is all."

posts in Italy. For four years he has held the politically sensitive reins of the Monte-pulciano Cantieri in Tuscany, succeeding his friend Hans Werner Henze, though this year he took a year out.

And since 1996 he has been artistic director of the Orchestra della Toscana,

"the best chamber orchestra in Italy". I put it to him, only half joking, that he now has plenty of opportunity for wielding undue power and influence. "Well, I don't like to play the little pipe. I prefer to give friends, composers, colleagues, a good opportunity to make some invention. That is all."

posts in Italy. For four years he has held the politically sensitive reins of the Monte-pulciano Cantieri in Tuscany, succeeding his friend Hans Werner Henze, though this year he took a year out.

And since 1996 he has been artistic director of the Orchestra della Toscana,

"the best chamber orchestra in Italy". I put it to him, only half joking, that he now has plenty of opportunity for wielding undue power and influence. "Well, I don't like to play the little pipe. I prefer to give friends, composers, colleagues, a good opportunity to make some invention. That is all."

posts in Italy. For four years he has held the politically sensitive reins of the Monte-pulciano Cantieri in Tuscany, succeeding his friend Hans Werner Henze, though this year he took a year out.

And since 1996 he has been artistic director of the Orchestra della Toscana,

"the best chamber orchestra in Italy". I put it to him, only half joking, that he now has plenty of opportunity for wielding undue power and influence. "Well, I don't like to play the little pipe. I prefer to give friends, composers, colleagues, a good opportunity to make some invention. That is all."

posts in Italy. For four years he has held the politically sensitive reins of the Monte-pulciano Cantieri in Tuscany, succeeding his friend Hans Werner Henze, though this year he took a year out.

And since 1996 he has been artistic director of the Orchestra della Toscana,

"the best chamber orchestra in Italy". I put it to him, only half joking, that he now has plenty of opportunity for wielding undue power and influence. "Well, I don't like to play the little pipe. I prefer to give friends, composers, colleagues, a good opportunity to make some invention. That is all."

posts in Italy. For four years he has held the politically sensitive reins of the Monte-pulciano Cantieri in Tuscany, succeeding his friend Hans Werner Henze, though this year he took a year out.

And since 1996 he has been artistic director of the Orchestra della Toscana,

"the best chamber orchestra in Italy". I put it to him, only half joking, that he now has plenty of opportunity for wielding undue power and influence. "Well, I don't like to play the little pipe. I prefer to give friends, composers, colleagues, a good opportunity to make some invention. That is all."

posts in Italy. For four years he has held the politically sensitive reins of the Monte-pulciano Cantieri in Tuscany, succeeding his friend Hans Werner Henze, though this year he took a year out.

And since 1996 he has been artistic director of the Orchestra della Toscana,

"the best chamber orchestra in Italy". I put it to him, only half joking, that he now has plenty of opportunity for wielding undue power and influence. "Well, I don't like to play the little pipe. I prefer to give friends, composers, colleagues, a good opportunity to make some invention. That is all."

posts in Italy. For four years he has held the politically sensitive reins of the Monte-pulciano Cantieri in Tuscany, succeeding his friend Hans Werner Henze, though this year he took a year out.

And since 1996 he has been artistic director of the Orchestra della Toscana,

"the best chamber orchestra in Italy". I put it to him, only half joking, that he now has plenty of opportunity for wielding undue power and influence. "Well, I don't like to play the little pipe. I prefer to give friends, composers, colleagues, a good opportunity to make some invention. That is all."

posts in Italy. For four years he has held the politically sensitive reins of the Monte-pulciano Cantieri in Tuscany, succeeding his friend Hans Werner Henze, though this year he took a year out.

And since 1996 he has been artistic director of the Orchestra della Toscana,

"the best chamber orchestra in Italy". I put it to him, only half joking, that he now has plenty of opportunity for wielding undue power and influence. "Well, I don't like to play the little pipe. I prefer to give friends, composers, colleagues, a good opportunity to make some invention. That is all."

posts in Italy. For four years he has held the politically sensitive reins of the Monte-pulciano Cantieri in Tuscany, succeeding his friend Hans Werner Henze, though this year he took a year out.

And since 1996 he has been artistic director of the Orchestra della Toscana,

"the best chamber orchestra in Italy". I put it to him, only half joking, that he now has plenty of opportunity for wielding undue power and influence. "Well, I don't like to play the little pipe. I prefer to give friends, composers, colleagues, a good opportunity to make some invention. That is all."

posts in Italy. For four years he has held the politically sensitive reins of the Monte-pulciano Cantieri in Tuscany, succeeding his friend Hans Werner Henze, though this year he took a year out.

And since 1996 he has been artistic director of the Orchestra della Toscana,

"the best chamber orchestra in Italy". I put it to him, only half joking, that he now has plenty of opportunity for wielding undue power and influence. "Well, I don't like to play the little pipe. I prefer to give friends, composers, colleagues, a good opportunity to make some invention. That is all."

posts in Italy. For four years he has held the politically sensitive reins of the Monte-pulciano Cantieri in Tuscany, succeeding his friend Hans Werner Henze, though this year he took a year out.

And since 1996 he has been artistic director of the Orchestra della Toscana,

"the best chamber orchestra in Italy". I put it to him, only half joking, that he now has plenty of opportunity for wielding undue power and influence. "Well, I don't like to play the little pipe. I prefer to give friends, composers, colleagues, a good opportunity to make some invention. That is all."

posts in Italy. For four years he has held the politically sensitive reins of the Monte-pulciano Cantieri in Tuscany, succeeding his friend Hans Werner Henze, though this year he took a year out.

And since 1996 he has been artistic director of the Orchestra della Toscana,

"the best chamber orchestra in Italy". I put it to him, only half joking, that he now has plenty of opportunity for wielding undue power and influence. "Well, I don't like to play the little pipe. I prefer to give friends, composers, colleagues, a good opportunity to make some invention. That is all."

posts in Italy. For four years he has held the politically sensitive reins of the Monte-pulciano Cantieri in Tuscany, succeeding his friend Hans Werner Henze, though this year he took a year out.

And since 1996 he has been artistic director of the Orchestra della Toscana,

"the best chamber orchestra in Italy". I put it to him, only half joking, that he now has plenty of opportunity for wielding undue power and influence. "Well, I don't like to play the little pipe. I prefer to give friends, composers, colleagues, a good opportunity to make some invention. That is all."

posts in Italy. For four years he has held the politically sensitive reins of the Monte-pulciano Cantieri in Tuscany, succeeding his friend Hans Werner Henze, though this year he took a year out.

And since 1996 he has been artistic director of the Orchestra della Toscana,

"the best chamber orchestra in Italy". I put it to him, only half joking, that he now has plenty of opportunity for wielding undue power and influence. "Well, I don't like to play the little pipe. I prefer to give friends, composers, colleagues, a good opportunity to make some invention. That is all."

posts in Italy. For four years he has held the politically sensitive reins of the Monte-pulciano Cantieri in Tuscany, succeeding his friend Hans Werner Henze, though this year he took a year out.

And since 1996 he has been artistic director of the Orchestra della Toscana,

"the best chamber orchestra in Italy". I put it to him, only half joking, that he now has plenty of opportunity for wielding undue power and influence. "Well, I don't like to play the little pipe. I prefer to give friends, composers, colleagues, a good opportunity to make some invention. That is all."

posts in Italy. For four years he has held the politically sensitive reins of the Monte-pulciano Cantieri in Tuscany, succeeding his friend Hans Werner Henze, though this year he took a year out.

And since 1996 he has been artistic director of the Orchestra della Toscana,

"the best chamber orchestra in Italy". I put it to him, only half joking, that he now has plenty of opportunity for wielding undue power and influence. "Well, I don't like to play the little pipe. I prefer to give friends, composers, colleagues, a good opportunity to make some invention. That is all."

posts in Italy. For four years he has held the politically sensitive reins of the Monte-pulciano Cantieri in Tuscany, succeeding his friend Hans Werner Henze, though this year he took a year out.

And since 1996 he

COMMENT & ANALYSIS

Apple Computer is again in turmoil. Even the most loyal customers of the personal computer industry pioneer are wondering if it is on its last legs.

The sudden resignation this week of Mr Gil Amelio, chairman and chief executive – apparently under pressure from fellow board members – a week before Apple is due to report its third-quarter results, is an ominous sign. This latest episode in Apple's struggles has returned the company to the headlines. Yet Apple no longer plays a leading role in the \$200bn personal computer industry. It is no longer a serious competitor in the business segment of the market. Neither is it a technology leader.

Apple still demands attention, though, if only as the faded icon of the Silicon Valley's high-technology entrepreneurial culture; the garage shop that grew into a multi-billion dollar enterprise and captured the world's attention in the 1980s when it inspired hundreds of high-tech start-ups.

Apple's future is now in unknown hands. The company is mounting an "internal search" for a "customer-focused" chief executive, says Mr Edgar Woolard Jr, a member of Apple's board.

The most obvious candidate is Mr Steve Jobs, Apple's co-founder, who returned to the company early this year as a part-time adviser to Mr Amelio. Mr Jobs will play an "expanded role as a key adviser to Apple's board and executive management team", the company says.

Some Apple loyalists hope Mr Jobs will feel obliged to step forward to rescue the company he founded more than 20 years ago. But he has repeatedly said he has no intention of returning full time. Instead he wants to devote his attention to his main business interest – as chief executive of Pixar, the computer animation studio that made the 1986 hit film *Toy Story*.

Finding somebody else willing to stake his or her reputation on reviving Apple may be a tall order. If reports are true, Mr Amelio is the third Apple chief executive to be ousted in the past four years. He follows in the footsteps of Mr Michael Spindler, who departed unceremoniously in early 1996, and



Crunch time: Gil Amelio, chairman and chief executive, has turned his back on Apple

Sour taste at Apple

Louise Kehoe on the precipitous fall from grace of a once mighty computer company

Mr John Sculley, who was forced out in 1993.

In each instance, Apple's board acted only after the company had seen its sales fall sharply. By the time Mr Amelio arrived 17 months ago, the company was on the brink of collapse. Its management was in disarray, its technology development stalled and its expenses were out of control.

A self-described "transformation specialist", who had joined Apple's board a year earlier, Mr Amelio was initially hailed as the company's saviour. He took a dispassionate view and attempted to apply the same fixes he had used at National Semiconductor, his previous company. He cut costs by sharply reducing the company's workforce and slimmed operations by selling off manufacturing facilities and bringing discipline to the company's research and development activities.

Through the acquisition last December of NeXT Software, Mr Amelio also focused attention on the prospect of a new generation of system software, called Rhapsody, which he claimed would restore Apple's competitive edge. Yet Apple's fundamental problem remains unsolved. Sales of its Macintosh personal computers are declining and its share of the world PC mar-

ket, once well above 10 per cent, has dwindled to less than half that.

Apple executives offered no explanation for the timing of Mr Amelio's departure, except to say that the board was unhappy with the company's financial performance. However, as industry analysts point out, this must have been the case for some time. Apple reported a \$70m loss for its second fiscal quarter, ended March 31.

It appears, rather, that Apple's board members initially hailed the company's saviour. He took a dispassionate view and attempted to apply the same fixes he had used at National Semiconductor, his previous company. He cut costs by sharply reducing the company's workforce and slimmed operations by selling off manufacturing facilities and bringing discipline to the company's research and development activities.

This may not be possible. "The idea that they're going to go back to the past to hit a big home run but best Microsoft is delusional," says Mr Dave Winer, a software developer and online industry commentator. Ironically, Apple's board, often criticised for its lack of decisive action, may have made its worst error by acting now. The gravest threat facing the company is uncertainty. Without a leader and with its future direction in question, Apple risks losing the support of the software developers who would create

the next generation of application programs for the Macintosh.

Worse, it is severely testing the faith of its 20m Macintosh users – an extraordinarily loyal band of customers who have stuck with Apple through its many crises.

The best option for Apple

may now be to buy a seller.

Although executives insist

the company is not for sale,

its share price is languishing

around a 12-year low of 13d,

giving it a market value of

about \$17bn. Yesterday officials at Sun Microsystems, involved in takeover talks with Apple in 1995, refused

to comment on whether it may have any renewed interest.

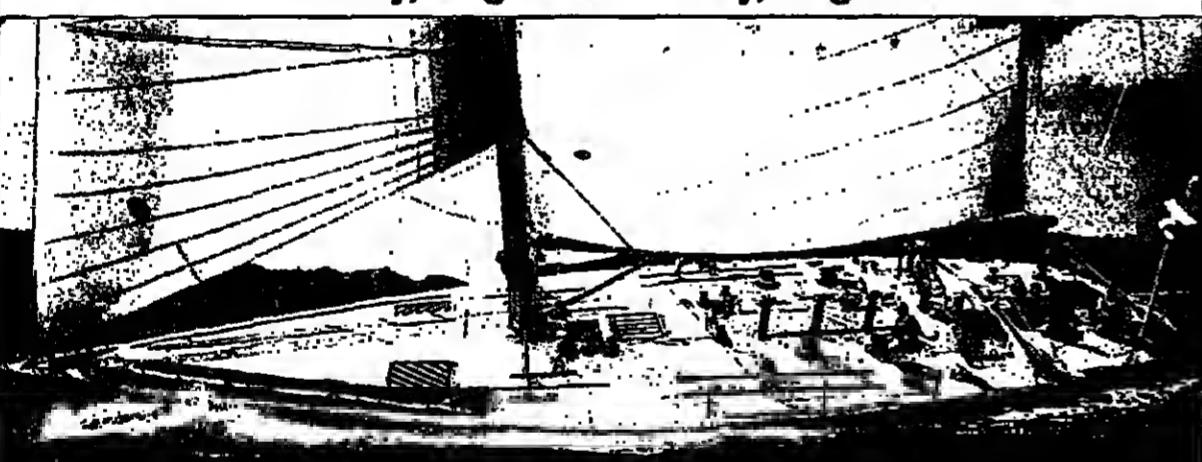
Mr Larry Ellison, the software multi-billionaire and founder of Oracle who earlier this year mooted the idea of a takeover bid for Apple, also greeted the latest developments with silence.

Mr Amelio, at least, has been well compensated for his efforts. The former Apple executive's five-year employment contract promised him salary and bonuses of about \$2m a year – whether or not he remained at the company.

While Apple's share price has plunged from \$28 to

\$13½ in the 17 months since he took charge, Mr Amelio will walk away with an estimated \$7m pay-off.

FT BY INVITATION A Day Racing at Cowes Week 1997 Saturday, August 2 - Friday, August 8



The Financial Times invites you to spend an exhilarating day racing at Cowes 1997. Choose either from one day of Maxi Racing aboard Kialoa V on August 4, 5, 6 or 7 or one day of class racing aboard a Sigma 38 on August 2, 3 or 8. Throughout the week all three yachts will be crewed by exceptional racing crews so you will certainly be in with a chance of winning! Numbers are limited to 20 people per day on the Kialoa V and 16 people per day aboard the Sigma 38's.

To book a place for this event, please call Richard Thomson on +44 171 873 3670 or fax the coupon below to +44 171 873 4381. Please indicate your preferred first and second choice days and the number of places you require. Priority of choice will be based upon time and payment of booking on a first come, first served basis. The cost per person is £345.00 (inc. VAT) and the closing date for entries is Friday, July 25.

ITINERARY

7.30am	Breakfast at Hamble	10.30am	Race starts. Lunch taken whilst racing.
8.15am	Transfer to yacht	4.00pm	Arrive back at Hamble. Afternoon tea and Pink champagne celebrations.
8.30am	Head out to the Solent for pre-race practice and join other competitors on the start line.	5.00pm	Guests depart

Terms & Conditions of Booking
1 Full payment by cheque or credit card for places needs to be made at time of booking; invoices will be raised if requested. 2) If you would like to cancel your place, you should notify the Financial Times. All reasonable endeavours will be made to re-allocate places, but no guarantee can be made to refund any money paid. If a refund can be made, a 10% handling charge will be levied. 3) Full details and passes for the event will be posted out at least 2 weeks prior to the event for confirmed bookings. 4) The Financial Times will have no responsibility for any cancellation, damage, loss or delay in the transmission of any letter or other events outside its control. 5) The Financial Times reserves the right to substitute or amend parts of the package if necessary. 6) You will be responsible for the cost of any items which are not included in the package.

Promoter: The Financial Times Limited, One Southwark Bridge, London, SE1 9HL.

FINANCIAL TIMES

No FT, no company

FT Day at Cowes Week 1997

To: Richard Thomson, Financial Times, One Southwark Bridge, London, SE1 9HL Fax: +44 171 873 4381

Kialoa V: I require places @ £345.00 (inc VAT) each.

First choice date: Second Choice date: (dates: August 4, 5, 6 & 7)

Sigma 38: I require places @ £345.00 (inc VAT) each.

First choice date: Second Choice date: (dates: August 2, 3, 8)

I enclose a cheque for the amount of £..... payable to 'The Financial Times Ltd'.

Please debit my credit card for the total amount of £.....

Credit Card No: Expiry Date: Signature:

Address:

Postcode: Telephone:

Addresses supplied by readers in response to this promotion will be held by the FT. If you do not wish to receive any mailings please tick the box □.

The past may not always be a good guide for the future. But in this case, it does have lessons. The chart shows the cumulative appreciation or depreciation of the currencies of the 15 European Union countries – the effective exchange rate – and their average annual budget deficits during 1970-96.

Currencies above the horizontal line have experienced an appreciation. Let us call them strong currencies. The examples are the D-Mark, which appreciated more than 100 per cent over this period, and the guilder and

Austrian schilling, which appreciated about 50 per cent. The weak currencies are below the horizontal line. Examples are the pound and the lira, which have depreciated by more than 50 per cent over the past 25 years.

A striking feature of this diagram is that there is very little correlation between the size of government deficits and the strength of a currency over such a long period.

Of the seven countries that managed to keep their average budget deficits below 3 per cent, three experienced an appreciation of their currencies (Germany, Austria, Luxembourg), three experienced a depreciation (France, Finland and Sweden) while one country (Denmark) kept its currency stable.

This has become the conventional wisdom in financial markets and beyond.

But is there any evidence for these firmly held beliefs? Is it true that in order for the euro to be strong – assuming this is a desirable objective – budget deficits should necessarily be below the magical 3 per cent?

The past may not always be a good guide for the future. But in this case, it does have lessons.

The chart shows the cumulative appreciation or depreciation of the currencies of the 15 European Union countries – the effective exchange rate – and their average annual budget deficits during 1970-96.

Currencies above the horizontal line have experienced an appreciation. Let us call them strong currencies. The examples are the D-Mark, which appreciated more than 100 per cent over this period, and the guilder and

than Germany in keeping its budget deficits low, yet the franc was weak while the D-Mark was strong. So, keeping your budget deficit below 3 per cent has as much chance of producing a weak currency as it has to produce a strong one.

Low budget deficits are not sufficient in themselves to ensure a strong currency. Even though their deficits exceeded 3 per cent a year, the Netherlands (3.3 per cent) and Belgium (6.6 per cent) managed to keep their currencies strong. True, the evidence also indicates that when deficits become very large, as in Italy and Greece – where they come close to 10 per cent a year – the probability of having a weak currency is high.

The strength of a currency

appears to have very little to do with the size of the government budget deficits or surpluses, provided deficits are not truly excessive. More important, the number three does not seem to be the boundary that allows us to discriminate between strong and weak currencies.

Economists have always

known there is no simple

relationship between the

strength of a currency and

the size of deficits. Many

other factors interfere.

Most

importantly

is the role

of monetary policy.

The

size

of deficits

and

the

role

of

monetary

policy

in

the

strength

of a

currency

is

the

size

of

deficits

and

the

role

of

monetary

policy

in

the

strength

of a

currency

is

the

size

of

deficits

and

the

role

of

monetary

policy

in

the

strength

of a

currency

is

the

size

of

deficits

and

the

COMMENT & ANALYSIS

When the wheels come off

The continued rise of the pound is putting unremitting pressure on some UK exporters, says Stefan Wagstyl

FINANCIAL TIMES

Number One Southwark Bridge, London SE1 9HL
Tel: +44 171-873 3000 Telex: 922186 Fax: +44 171-407 5700

Friday July 11 1997

Germany's fiscal woe

As the German government's now notorious proposal to treat the profits on the Bundesbank's gold holdings as revenue has demonstrated, the budget is in a mess. The weak state of its finances is also undermining the country's fiscal authority on the eve of the planned move to economic and monetary union.

Initially, Mr Theo Waigel, the long-serving finance minister, expected the federal government's net borrowing to be DM65.3bn (£31.8bn) in 1997. Now this is expected to be DM71.2bn, much more than investment, forecast at DM59.1bn. Thus the government is set to violate the constitutionally mandated "golden rule" - that net borrowing be less than investment.

Behind the increased deficit is an overshoot of federal spending, now expected to be DM458.5bn, against the original target of DM439.9bn. The overshoot is explained by higher than expected unemployment, which is forecast at an average of 4.3m this year compared with the 3.95m expected when the 1997 budget was approved late last year. As a result of the rise in joblessness, federal spending on labour and social affairs has overshoot by DM21.8bn.

Next year, federal net borrowing is forecast to decline to DM57.8bn, which is still only fractionally below investment of DM58.2bn. A tiny overshoot of the deficit would again violate European fiscal rectitude.

Fragile peace

"Cambodia is a modal UN success story, a model peace plan." So said Mr Winston Lord, US assistant secretary of state for east Asia, two years ago. Indeed, the country was the scene, in 1992-93, of the most ambitious attempt at post-conflict peace-building the UN has attempted anywhere. Only the post-Dayton regime in Bosnia, largely outside the UN framework, is comparable in scope, and even there the international community has not formally taken over the government, as the UN did in Cambodia at a cost of more than \$2bn.

Yet this week all that effort appears to have been for nothing, as the ex-communist leader Mr Hun Sen used force in ousting his co-prime minister Prince Norodom Ranariddh. The prince leads the party which won the UN-supervised 1993 election and thereafter shared power with Hun Sen under a formula devised by the prince's father, King Norodom Sihanouk. Cambodia is to all intents and purposes back where it was before the 1991 Paris agreement, with Hun Sen in power in the capital but facing the prospect of renewed civil war in which remnants of the genocidal Khmer Rouge will inevitably play an important part, possibly on both sides.

The truth is that many clauses of the Paris agreement – notably those disarming the

rival factions and bringing the Khmer Rouge under the rule of law – were never implemented. Yet western aid continued to flow, justified by statements like Mr Lord's, in spite of flagrant corruption and human rights violations.

A similar tragedy may well be about to unfold in Angola, where the collapse of the Mobutu regime in neighbouring Zaire has altered the balance of power, tempting the MPLA government to emulate Hun Sen and seek to eliminate its rival, Mr Jonas Savimbi, with whom under the 1994 Lusaka agreement it had agreed to share power. Yet the UN Security Council has chosen this moment to replace its 4,000 peacekeeping troops with an observer mission of 86 lightly armed military officers and 345 civilian police. It appears to be repeating the error of 1992-93 when a similar-sized UN mission was powerless in prevent the slide back into war after the MPLA won the 1992 election.

In both countries – and in others too – the international community has been much too eager to declare victory and move on to other business. Peace-building is expensive in money; sometimes in troops; above all in the sustained attention required from political leaders. But the premature removal of that attention is a disastrously false economy.

British Airways

The strike of British Airways cabin crew is, in a sense, the first big industrial dispute of the post-Thatcher era. It is shaped by the industrial relations legislation and the managerial confidence engendered by Baroness Thatcher's government. But it is also influenced by the change in public mood that led to Labour's majority.

The stakes are high for both management and workers. Air transport is a competitive business dependent on service and reliability. Even a short strike hurts customer loyalty; a series would do serious damage.

But the risks are also high for the government and for trade unions generally. The dispute will set the tone for industrial relations in the initial years of the new government. It is not surprising that the prime minister has been determinedly avoiding any involvement in the dispute – or that Mr John Monks, general secretary of the Trades Union Congress, has made an unusual public intervention on behalf of the union.

At one level, the dispute is about the tensions between BA and the cabin crew's main union, the Bassa division of the Transport & General Workers Union. At another level, the issue is continued change in a business which has already undergone a sweeping transformation, and is now doing well.

Mr Robert Ayling, BA's chief executive, has devised a clear vision for the airline's future.

The workers at Alloy Wheels, a Kent-based maker of car wheels, need no reminder of the impact of the ascent of the pound on UK exports.

Fifty of the 430 staff are losing their jobs this month and most of the rest face pay cuts as the South African-owned company struggles to remain competitive overseas. "We are in a very difficult position," says Mr Lyn Evans, finance director at the factory, which exports about 40 per cent of its £26m (£35m) annual sales.

Like many other British engineering companies, it capitalised on the pound's weakness in the early 1990s to get into exports for the first time. Now, following the 23 per cent appreciation in the pound's trade-weighted value since last summer, Mr Evans is having to reorganise the plant to stay in profit.

While Alloy Wheels may be an extreme example, its experiences are being repeated across swathes of UK manufacturing. The Engineering Employers' Federation reported this week that the industry had lost 18,000 jobs since the beginning of the year due – at least in part – to sterling. It warned there were more job cuts to come.

The Office of National Statistics confirmed the grim picture with data showing a 1.1 per cent fall in manufacturing output in May, the biggest monthly drop in four years. And while some sectors of the service economy are booming – notably financial companies – other export-oriented businesses are under growing pressure, including architects and designers.

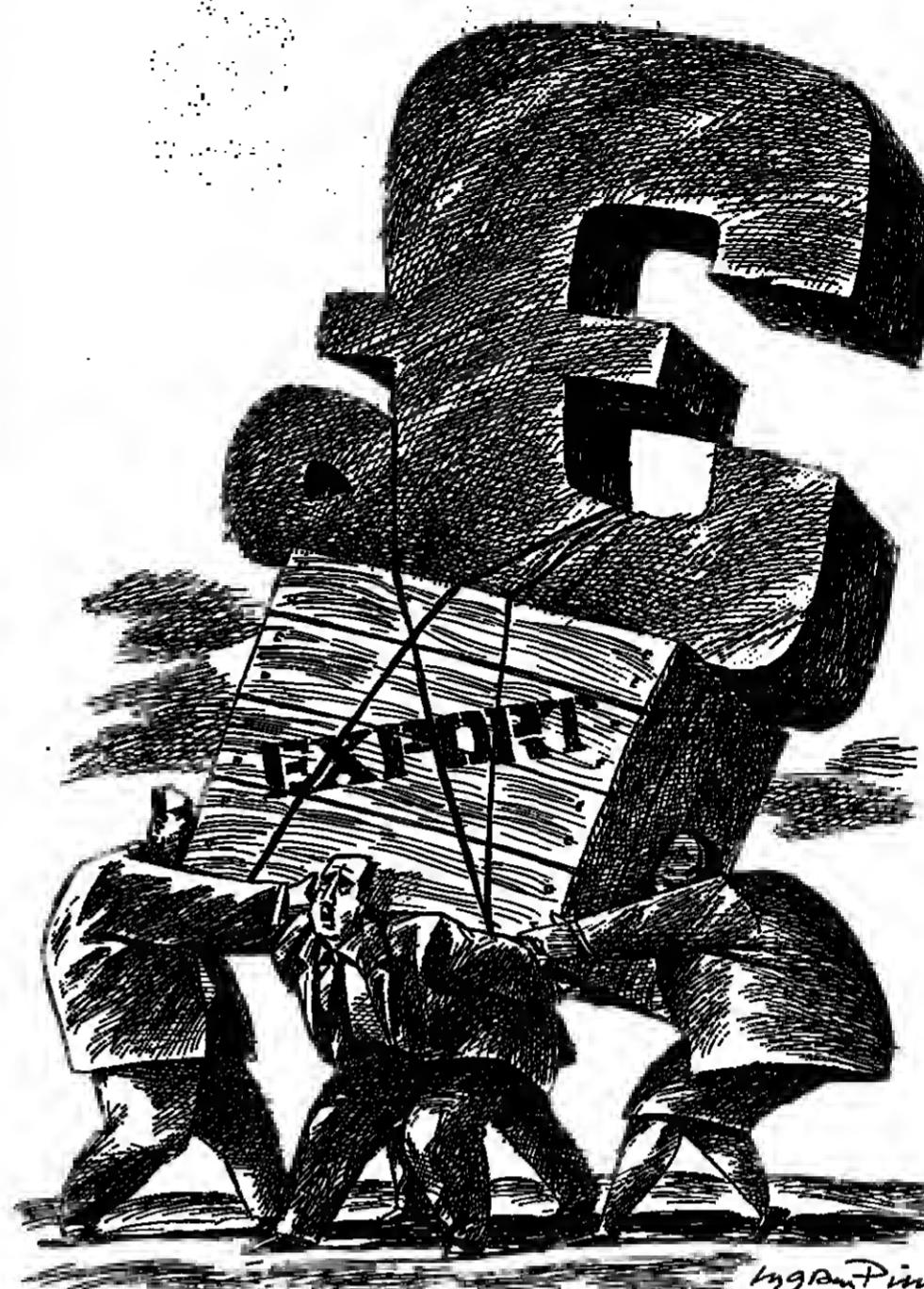
With interest rates rising further ¾ of a percentage point to 8.75 per cent yesterday and the prospect of further increases to come, the exporters' life is unlikely to get any easier. City economists predict sterling will appreciate further from DM2.96 now to DM3.00 before the year-end. This compares with DM2.30 a year ago.

"Clearly, it's having a serious impact on industry," says Mr George Simpson, managing director of GEC, the UK's biggest electronics group. "For long-cycle companies like GEC – where orders take a year or more to complete – it will take time to build up. But short-cycle businesses are squeaking like stuck pigs."

It is a far cry from the early 1990s, when Britain's exports soared after the pound's 16 per cent fall in the wake of its 1992 exit from the European exchange rate mechanism. With the global economy recovering from recession, UK export volumes jumped 10.8 per cent in 1994, followed by increases of 7.3 per cent and 6.7 per cent in 1995 and 1996. The government proudly declared an end to the long decline in Britain's share of world exports.

That boast sounds rather hollow today. It is becoming increasingly evident that some of those companies that dived into exports three years ago can no longer compete in 1997. To be fair, exports are still likely to rise this year – though City economists say they are unlikely to meet the government's 6.25 per cent growth forecast.

But many exporters are living on borrowed time: some are still benefiting from hedges taken out



six or 12 months ago against adverse currency movements and others from the fact that customers have not yet found alternative suppliers.

This grace period is almost over. Mr John Borden, investor relations manager for British Steel, one of the UK's biggest exporters and one of the worst affected by sterling, says: "The crunch [for UK manufacturers] will come in the autumn."

Exporters had hoped the new Labour government would heed their cries for help more than the Tories. But they were disappointed in the Budget, which did little to tighten the economy and so left it to the Bank of England to damp growth by raising interest rates.

Mr Bernard Matthews, chairman of turkey farming company Bernard Matthews, warns in an open letter this week in Mr Gordon Brown, the chancellor, and Mr Eddie George, the Bank of England governor, that over-reliance on interest rate policy could lead the country back into recession. "Remember, it is not only the exporters who are hit by our overvalued currency, but also any UK producer of goods which can be supplied to this country from a manufacturer from outside the country at a lower cost."

British Steel has estimated that

its customers in the UK metals-based industries can hold their own against European rivals with the pound at DM2.50 or DM2.60.

But the growing specialisation of companies means that industry-wide generalisations are of limited value. Businesses differ in the degree to which they are exposed to short-term currency swings. Among the most seriously affected are those trading in price-sensitive commodities such as metals, chemicals and textiles.

British Steel is shedding more

than 2,000 of its 50,000 jobs in the first stage of an extended rationalisation programme, designed to offset the impact of sterling. Pre-tax profits, which have fallen from a record £1.1bn in 1995-96 to £451m in 1996-97, are expected by City analysts to drop even further in this financial year.

ICI, which competes directly with the big German chemicals groups, this week suffered its 54th profits downgrade since January, when James Capel, the stockbroker, cut the forecast profit for 1997 from £470m to £355m.

Smaller chemicals producers are also under pressure. Mr Peter Youle, business development director of W. Canning, the specialty chemicals group which exports about two-thirds of its main products, warns the worst is yet to come. "I believe the impact of the high value of sterling really has a lag to it," he says. "If you make direct sales, then you are already feeling the pain. But if you sell through distributors, it takes a little while. I think these producers will run out of time in the third quarter of this year."

In engineering, there is a contrast between leading companies such as GKN, IMI and TI, and some smaller businesses. The big

groups have mostly established diversified operations across Europe and North America. Customers are often supplied from factories in their own countries. TI estimates that, even though it has customers in 45 countries, only 20 per cent of sales are exports and only half of that UK exports. These companies suffer when their foreign earnings are translated into sterling for accounting purposes, but this does not reflect any change in trading conditions.

However, smaller UK-based engineering companies have no such protection from sterling. For example, many machine tool makers, which were among the prime beneficiaries of sterling's weakness in the early 1990s, are now under pressure. Mr Keith Bailey, chief executive of BSA Tools in Birmingham, which saw sales double from £3m to £6m after 1992, this year expects sales to fall to £5m unless the pound drops back. "It is an unprecedented situation. The City of London makes money whether sterling goes up or down. But we in manufacturing have got to have stability."

"In the last six months we have had to import machines that cannot be made here competitively," he adds. "We have also developed a joint venture in China where manufacturing costs are lower."

Many more successful companies, with proprietary technology or a strong brand name, enjoy big margins that offer some protection against adverse currency swings. Mr Ian Campbell, director-general of the Institute of Export, says that far more British companies produce premium products than a decade ago. But he warns that even companies which compete on quality are now feeling the pinch.

Process Scientific Innovations, a maker of high-technology filters in County Durham, says it only broke even in the year to April after sterling's rise wiped £200,000 off profits. Ms Sue Hunter, managing director, says she is considering switching some purchasing to Germany and possibly locating any future expansions overseas.

In Coventry, Amico, a leading maker of floor tiles which has increased sales from £26m to £46m in five years thanks to exports, is this year bracing itself for a 15 per cent drop in sales. Mr Tony Rados, finance director, says: "It is a very tough time for us because Germany is one of our largest export markets. We are taking the hit because we sell in foreign currencies so that our customers can have certainty of price. Fortunately we are not in the predicament of some people, who are having to lay off employees, because we have had good growth in the UK and the US."

However, as the staff at Alloy Wheels have discovered, where sales and margins are under pressure, job cuts may not be far behind. As Mr Alan Armitage, head of economics at the Engineering Employers' Federation, says: "If sterling stays as it is, redundancies are likely to come at the double. I'm not saying this week, but by the end of the year."

Additional reporting by Chris Tigne and Richard Wolfe

OBSERVER

East side

STORY

■ Accusations of dirty tricks and skulduggery are sweeping the corridors of the European Commission over the handling of EU enlargement in central and eastern Europe.

Fingers are pointing at a group of officials around President Jacques Santer who would prefer to restrict the first wave of countries negotiating to join the EU to the Czech Republic, Hungary and Poland.

Once it became clear last weekend that the strike would go ahead, the mood among BA managers hardened further: they are now set on achieving a new working relationship in the cabin, perhaps sidelining Bassa in favour of dealing directly with the TGWU's head office. Bassa's leaders are determined to preserve their role, and seem to have the ear of their members. The stage is set for a protracted confrontation, especially if the cabin crew succeed in using sick leave to avoid the penalties of striking.

For British Airways, there are now no good solutions, only a choice between bad ones. Even a notional victory would still mean years of work rebuilding cabin crew morale. The final outcome cannot be predicted, but the dispute is a warning in other UK managers that with economic recovery well established, the industrial balance of power is shifting. Failure in take the workforce with them can carry a heavy price.

Hanging fire

■ Yasuda Fire and Marine has good reason to stand up for Sunflowers, the pouting generally assumed, until this week to be Vincent van Gogh. Experts have now cast doubt on whether the one-eared wonder really did dab it himself, and Japan's second largest non-life insurer, which paid over \$400 for the picture at Christie's in London in 1987, has been energetically insisting that it's got "no doubts" about the picture. "We trust the authority of Christie's".

In the opposite corner stands Pieter den Brock, the stoic Dutch commissioner responsible for enlargement. He insists that Estonia and Slovenia are ready to begin talks on accession, and that refusal to bring them in would be political discrimination.

Van den Brock's backers include fellow commissioner Martin Bangemann and the

colourful \$40m masterpiece as an "excessive demonstration of wealth". Now Yasuda's doing a new round of justification. Any note of anxiety in its current statements is understandable.

The insurance industry is having a hard time in the post-bubble era, and shareholders are getting increasingly worried about companies making huge investments that may, in the end, prove worthless.

British Steel is shedding more

than 2,000 of its 50,000 jobs in the first stage of an extended rationalisation programme, designed to offset the impact of sterling. Pre-tax profits, which have fallen from a record £1.1bn in 1995-96 to £451m in 1996-97, are expected by City analysts to drop even further in this financial year.

ICI, which competes directly with the big German chemicals groups, this week suffered its 54th profits downgrade since January, when James Capel, the stockbroker, cut the forecast profit for 1997 from £470m to £355m.

Smaller chemicals producers

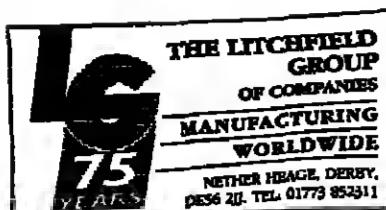
Financial Times

50 years ago

Austria For Paris Talks Austria yesterday informed the Allied Council for Austria that she had accepted the Anglo-French invitation to the Paris conference on the Marshall aid-to-Europe plan. The Czechoslovak government decided yesterday not to participate in the plan, the Czechoslovak news agency announced in Prague last night. Hungary's refusal to take part in talks was announced "with the keenest regret" after a Hungarian cabinet meeting. There has been a few thoughts on the strengthen to share with the UK government.

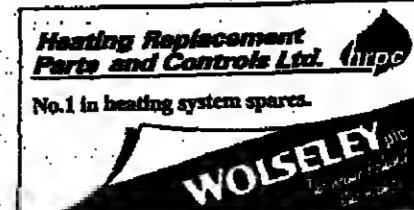
Argentina Rail Share-out

Last May, when Argentine rail stockholders were informed of proposed compensation prices for individual stocks, they were asked to suspend judgment on the terms until they had examined the detailed scheme of arrangement and explanatory circulars. These documents are now available. But also! Stockholders who search them for adequate explanation of the methods employed in assessing the values of different stocks will probe in vain. They will find much historical matter of intrinsic interest but of doubtful relevance to the immediate issue, together with emphatic warnings of the peril of raising opposition to the terms.



FINANCIAL TIMES

Friday July 11 1997



Troops shoot one man dead and seize another

Nato steps up hunt for Bosnian 'war criminals'

By Guy Dimmore in Belgrade, John Kampfner in London and Lionel Barber in Brussels

Nato troops in north-west Bosnia yesterday shot dead a former Bosnian Serb police chief charged with war crimes and seized another suspect in dramatic "arrest" operations to bring accused war criminals out of former Yugoslavia for trial.

The early morning operations involved British troops and prompted a furious Bosnian Serb reaction.

It was the first known attempt by Nato soldiers to use force to arrest war crimes suspects in Bosnia, and followed signs of a tougher policy at this week's Nato summit.

Nato leaders expressed frustration that while the war crimes tribunal in The Hague had indicted more than 70 people, only a handful had appeared before the court.

Mr Robin Cook, the UK foreign secretary, said in London that Mr Simo Drijaca was

killed after he shot a British peacekeeper in the leg while resisting arrest.

In a separate operation, Nato troops pretending to deliver a Red Cross package seized Mr Milan Kovacevic at Prijedor hospital where he was director, the Serb stated. British officials said Mr Kovacevic would be handed over to the war crimes tribunal. The tribunal had issued sealed warrants charging both men with war crimes - part of an initiative introduced last month to increase the chance of arresting suspects.

Nato officials denied there was any change in the troops' mandate to direct them to hunt down wanted criminals. But Mr Cook said Nato soldiers in the Bosnia Stabilisation Force already had full authority to carry out such operations.

"These two men were within the British sector of Bosnia, they were known to our forces and that is why they were apprehended," he said. The UK police statement said.

Eurotunnel approval

Continued from Page 1

he was not "in love" with the restructuring plan, but "it is the only realistic plan and the only one on the table".

Eurotunnel's shares and the price of its bank debt on the secondary market both rose significantly in the past few days as it became more likely the plan would be approved. The shares were suspended yesterday at the request of the company before the EGM.

All Eurotunnel's 174 creditor banks must approve the plan. They have been set an initial deadline in September to express any objections.

Mr Ponsonby also said yesterday Eurotunnel would extend into the autumn its negotiations with TMI, the consortium of contractors which built the tunnel and with which it is in dispute.

Boeing plea

Continued from Page 1

would have an overwhelming dominant position in the civil aircraft market, making it difficult for Airbus Industrie, the European consortium, to compete.

One possible solution would be for Boeing to sell McDonnell Douglas's civil aircraft business.

However, Boeing - backed by the US Federal Trade Commission - says this is not a solution, because that business could not survive on its own or as part of another group.

Morgan Stanley targets internet

Direct banking challenge is planned

By Tracy Corrigan in New York

Morgan Stanley, Dean Witter, Discover, the recently merged financial services group, is considering starting a direct banking business over the internet using the Discover card brand name.

The move would be the first full-scale attack on traditional commercial banking from outside the sector. To date, innovations in electronic banking have been launched by leading commercial banks such as Citibank and Wells Fargo.

Mr Philip Purcell, chairman of the investment banking, brokerage and credit card group, said it was looking at using Discover to launch "something as radical as Discover Banking Direct". The service would also include telephone banking.

The Discover card, which was established in 1988, has 48m cardholders and is one of the best known retail brands in the US.

"We like the internet," Mr Purcell said. "We think younger customers are going to be as comfortable with that as they are with ATMs (automated teller machines). It is a market segment which is going to do nothing but grow."

However, he did not expect the size of the internet market to exceed the conventional retail banking and brokerage market within his lifetime.

Cambodian entry to SE Asian body put on hold

By Ted Barakat in Bangkok

The Association of South-East Asian Nations yesterday postponed Cambodia's entry into its ranks because of the recent violence which threatens to plunge the nation back into civil war.

Earlier this year, the Commission held out the prospect it would funnel as much as Ecus1.4bn to the Bosnian Serb republic if it complied with the Dayton peace accords. But officials said aid would only resume once war criminals were brought to trial in The Hague.

Bosnian Serb police in Prijedor said Mr Drijaca, their former commander, was "brutally murdered" in the village of Gradina in the Bosnian Serb republic. Five Nato helicopters and several armoured vehicles took part in the operation, a police statement said.

The group has already established its commitment to developing internet-related businesses. Last December, Dean Witter, Discover, at that time, was the first full-service brokerage to buy an internet discount broker, Lombard Brokerage, the San Francisco-based internet brokerage, was widely viewed as the largest and most successful of such independent internet brokers.

Mr Purcell declined to comment on whether the business was profitable, but said he was "very willing to invest" in it.

Most internet brokering businesses are not yet making money, due to low margins and the need for heavy investment to develop the business. Lombard recently changed its name to Discover Brokerage Direct, after research showed that the Discover brand name appealed more strongly than others, including Dean Witter, to cost-conscious users of the service.

The internet banking scheme is the latest sign of the importance attached to the Discover brand in the company's plans following the completion of the merger with Morgan Stanley on May 31.

Mr Purcell said he hoped to launch the Discover card internationally in the next two years. But he added that security concerns were holding back the use of the internet for credit card transactions.

Editorial Comment, Page 21

THE LEX COLUMN

Gassy figures

FTSE Eurotrack 200: 2623.9 (-19.4)

Germany: Budget deficit

Over government borrowing

Investors who eagerly snapped up Gazprom shares last year will surely be thrilled that the company is finally deigning to reveal, to international accounting standards, how much money it makes. Whether the figures mean much, however, is another question. They suggest the Russian gas colossus is generating a return on capital of under 8 per cent - and the international shares are trading on an ambitious 26 times historic earnings. But beware: these numbers rely on rather academic historic cost valuations of Gazprom's vast hydrocarbon asset base. Furthermore, revenue counted when gas is dispatched, overlooking Russia's vast non-payment habit, are bound to look artificially strong.

Even in the cash-flow statement a certain scepticism is in order when 57 per cent of accounts receivable are settled through barter. Still, a few points stick out. One is that, much as Gazprom may whinge about its customers' non-payment, it is quite a non-payer itself. What Gazprom is owed may have grown by RRs1.10bn (\$3.35bn) last year, but its own debts to others have increased by an almost-as-impressive RRs1.929bn. And this figure excludes a RRs2.541bn rise in unpaid taxes due to the government. Even without paying its taxes, moreover, Gazprom failed to generate enough cash to cover its staggering RRs6.240bn investment bill. Hence Gazprom's crying need for Western capital - which is precisely why the company is gradually having to open itself up.

ASEAN said it still recognises Prince Ranariddh as co-prime minister and would send a high-level mission to Beijing to meet Cambodia's King Norodom Sihanouk to explore ways of solving the crisis.

That mission would be headed by Mr Ali Alatas, Indonesia's foreign minister and one of the architects of the 1989 Paris peace accords which led to the United Nations intervention in Cambodia and the formation of its shaky coalition government. Mr Alatas would be accompanied by Mr Domingo Slazon, the Philippines' foreign minister.

Before ASEAN's decision, Mr Hun Sen denied he had led a coup d'état. He accused Prince Ranariddh of a "reckless strategy of provocation" which included trying to create an electoral alliance with the Khmer Rouge guerrilla group.

Diplomats said ASEAN, which reaffirmed its policy of non-interference in nations' internal affairs, had little choice but to take a leadership role in trying to defuse the conflict.

"The ASEAN reaction is crucial," said a senior western diplomat whose country was also a signatory to the 1991 peace agreement. "If they hadn't done anything it would have indicated that the Paris accords meant nothing at all." The UN was likely to back ASEAN's move, diplomats said.

The international community indicated its displeasure with Mr Hun Sen's takeover yesterday by pressing ahead with evacuation of foreigners.

Editorial Comment, Page 21

ica's, it will probably receive cash from the Italians - to add to an already embarrassing mountain. At least, the first MD will be from GEC and the venture will use the British company's financial control systems.

The hope must be that these arrangements are only temporary and that GEC will eventually gain control of at least the main venture. The president of Marconi Alenia Communications, originally a 50/50 venture with Finmeccanica and now 95 per cent owned by GEC, is encouraging GEC must also be hoping that signs of it smuggling up to the Italians will bring the French to the negotiating table from fear of isolation. But investors should not count on it.

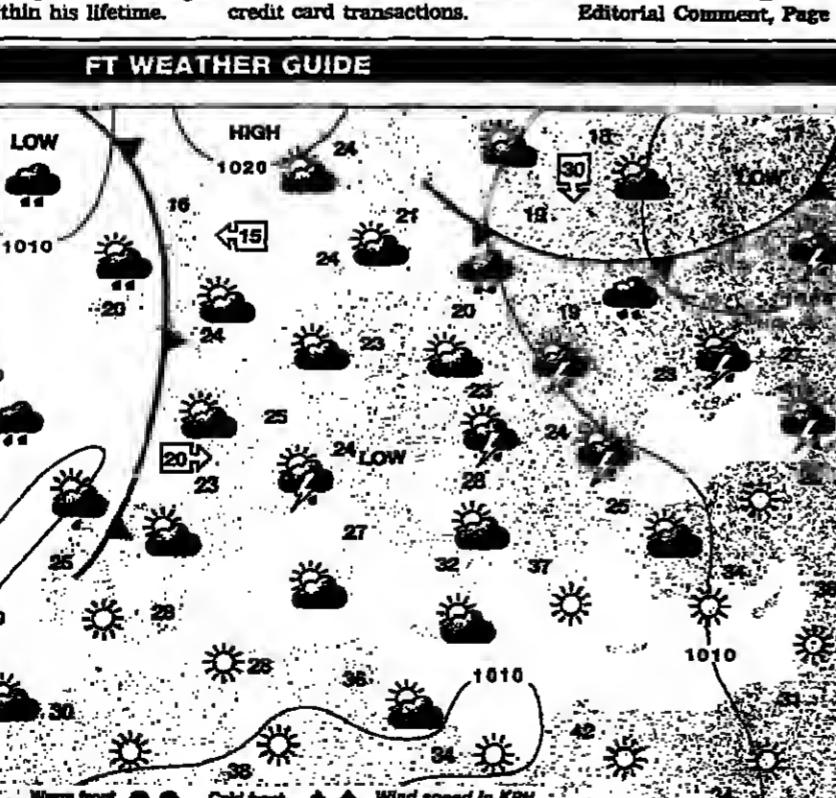
UK rates

How rapidly has the euphoria surrounding the Bank of England's independence dissipated? Labour's election victory and the decision to let the Bank set interest rates saw the spread between gilt and bond yields shrink 50 basis points; that gain has been mostly surrendered. Investors are appreciating just how hard it will be for the Bank to bring the emerging consumer boom under control - a task made even more tricky by last week's Budget which heaped taxes on companies rather than individuals.

Yesterday's quarter-point rate rise seems a fair enough response for the time being. A larger rise, say a full percentage point, could have shocked consumers out of their borrow-and-spend mentality - but at the expense of stoking sterling's fires when exporters are already squeezed. Still, further rises will almost certainly be needed. The difficulty will be knowing when to stop.

The most obvious risk for gilt is that the Bank is 'too slow' to respond. What if peak rates of 9 or 10 per cent are needed to control inflation, instead of the 7½-8 per cent the market now expects? Will the Bank have the stomach to take action if sterling simultaneously shot well over DM3? The possibility that it would - in a meado desire to prove its credibility - and that this would turn out to be overkill is also worrying for gilts. If the Bank was blamed for causing a recession, could one be confident that it would maintain its independence?

Additional Lex note on foreign income dividends, Page 28



Situation at 12 GMT. Temperature maximum for day. Forecast by Meteo Consult of the Netherlands

Europe today

The Benelux, northern France, and parts of the UK will have a mix of sunshine and cloud. Germany will have sunny periods. Southern France will have rain and thunder showers and some sunny spells. The Mediterranean coast will be dry. Most of Spain will have sunshine, but the north-west will have cloud and showers. It will be sunny over most of Italy, Greece and Turkey. The western Balkans will have some sunshine. There will be thunder showers over Romania. Showers are expected over the interior of Russia.

Five-day forecast

During the next few days, north-western Europe will become more settled, but, by Sunday, a new disturbance will bring rain and thunder showers to western Spain and western France. By early next week, most of north-western Europe will be affected by this system.

Today's TEMPERATURES

	Medium	Big	Small	Low	High
Int 24	Carcass	fair 32	Faro	sun 29	Rangoon
sun 28	Brussels	cloudy 22	Frankfurt	fair 25	Perth/Avik
cloudy 26	Copenhagen	fair 23	Geneva	thund 20	Int 15
fair 23	Berlin	sun 28	Gibraltar	fair 23	Paris
sun 28	Bermuda	fair 25	Hamburg	fair 22	sun 28
fair 25	Bogota	fair 30	Heidelberg	fair 22	fair 23
sun 31	Bombay	fair 35	Helsinki	fair 21	Rome
thund 32	Brussels	cloudy 29	Hong Kong	thund 32	sun 29
thund 29	Dubai	sun 29	Istanbul	fair 29	S. Fraco
sun 31	Dubrovnik	cloudy 21	Jakarta	fair 18	Seoul
sun 27	Dublin	sun 27	Kuala Lumpur	fair 13	Singapore
sun 31	Dubrovnik	cloudy 20	Lisbon	shower 34	thund 32
sun 24	Cape Town	cloudy 20	London	fair 13	Stockholm
sun 24	Edinburgh	cloudy 20	Madrid	fair 22	fair 21
sun 17	Edinburgh	cloudy 20	Malta	shower 34	Stockholm
sun 24	Karachi	cloudy 36	Manila	fair 23	fair 23
sun 24	Kuwait	cloudy 23	Montreal	fair 27	Stockholm
Int 25	Las Palmas	fair 25	Oslo	fair 18	fair 24
Int 25	Las Palmas	sun 28	Paris	fair 26	Toronto
fair 24	Lima	fair 24	Perth	fair 24	Toronto
sun 25	Lisbon	sun 25	Prague	fair 24	Vancouver
cloudy 25	London	cloudy 25	Prague	sun 29	Vienna
cloudy 24	Lyon	cloudy 24	Prague	sun 29	Vienna
sun 22	Milan	thund 32	Perth	fair 23	Vienna
sun 22	Milan	fair 23	Perth	fair 23	Vienna
sun 22	Madrid	fair 23	Prague	fair 23	Zurich

We wish you a pleasant flight.

Lufthansa

One thing hasn't changed about Rockwell - our hallmark is still technology leadership.

Rockwell

<http://www.rockwell.com>



Daimler-Benz
repay investors

IN BRIEF

Daimler-Benz to repay investors

Daimler-Benz, the German motor and industrial company, said it would compensate investors after it moved to cancel the exchangeable notes it had intended to use to sell its stake in Cap Gemini, the French software consultancy. It said that investors which bought the bond would now be repaid at 104 per cent of the issue price early next month. Page 26

Wine producers' market move
Quality Rioja wine is moving from the cavernous bodegas where it is stored in northern Spain to the booming computerised market of Madrid's Bolsa. Barón de Ley and Cune are the first two wine producers to seek a stock exchange listing. Page 26

GM diesel deal a blow for Opel
Isuzu, the Japanese commercial vehicle manufacturer, has been given a worldwide mandate to develop diesel engines for General Motors, the US carmaker. The move highlights the increasing importance of Isuzu in General Motors' global strategy and is likely to reduce the role of Opel, GM's European arm. Page 24

Compaq starts PC sales battle
Compaq Computer, the world's third largest computer manufacturer, has sparked a new battle for the PC market with the launch of four cut-price models. The announcement came as Compaq reported net income before exceptional items of \$422m in the three months to June, a 58 per cent rise on a year earlier. Page 25

Gold prices consolidate
Gold prices have consolidated slightly in the past couple of days following a \$14-per-troy-ounce drop triggered by news last week that Australia's central bank had sold two-thirds of its reserves. Central banks in Belgium and the Netherlands also sold some reserves. Page 32

Gazprom publishes results
Gazprom, the giant Russian gas company, has published its first results prepared under International Accounting Standards to mark its evolution into an accountable corporation. Page 26

Companies in this issue

600 Group	7 Impresa	26
AES	2 Intel	8
Abbott Laboratories	25 IAI	3
Air France	7 Isuzu	24
Airways	23 J Sainsbury	38
Altairia	3 JP Foodservice	25
Allianz	28 JP Morgan	26
American Airlines	7 KGHM	26
Apple	20 KWG Resources	24
Asda	8 LG	4
BBC	25 Macromix	24
Banco Safra	25 Malv	2
Bank of New York	25 Marlott	26
Barón de Ley	28 McDonald Douglas	1
Bell Canada	25 Merrill Lynch	25
BellSouth	25 Morgan Stanley	22
Boeing	1 Munich Re	26
Bristol-Myers Squibb	1 NEC	24
British Aerospace	7 National Westminster	24
British Airways	7 Normandy Mining	24
British Midlands	7 Norstar	25
CGIP	26 Price Waterhouse	26
CWS	28 Rio Tinto	28
Cap Gemini	28 Roche	22
Cincinnatti Milacron	25 Rykoff-Sexton	38
Compaq	25 Safeway	23
Cune	28 Salomon	28
Daimler-Benz	28 Scapa	28
Discovery	28 Sheriff Int'l	28
El Paso Energy	2 Siam Cement	1
Eclac	25 Smith & Nephew	22
Ermet	25 Sonimcor	32
Erap	28 Sonras	24
Eurotunnel	1,25 Swiss PTT	28
Finmeccanica	22,23 Sysco	26
GEC	22,23 Trade Winds	24
GPA	23 Tsingtao Brewery	23
Gertmore	28 Valassis	24
Gazprom	22,23 ValJet	24
General Electric	25 Virgin Atlantic	25
General Motors	24 Winterthur	28
Georgia-Pacific	25 Woolworths	28
Gold Fields	28 Yamazaki Mazak	7
Green Cross	24 Yorkshire Water	28
Hemphill	28 Zenith	4

Market Statistics		
http://www.FT.com		
Annual reports service	30,37	FTSE Actuaries share index
Benchmark Govt bonds	30	FTSE exchange
Bond interest and options	30	Gilt prices
Bond prices and yields	30	London share service
Commodities prices	30	Managed funds service
Dividends announced, UK	22,23	Money markets
EMS currency rates	31	New Int'l bond issues
Eurobond prices	30	Bourses
Fleet interest indices	42	Short-term int'l rates
FTSE Gold Miners Index	38	US interest rates
FT/MSA Int'l bond svc	30	World Stock Markets

Chief price changes yesterday

PARIS (FPF)		TOKYO (Yen)	
Wines		Raises	334 + 17
Hertz	164 + 7	Gulfart	334 + 17
Monsanto Vans	1051 + 91	Pafco	688 - 17
Petrol		PEA Aeronautics	382 - 12
Alcatel	408,5 - 11,0	Perfume	392 - 12
Praxair	827,5 - 14,5	SAC SA	1029 - 55
Instrument Plat	343 - 12	Tattinger	2780 - 100
Volkswagen Plat	1062 - 38	Valeo	4065 - 100
TOKYO (Yen)			
Barilla Rice	271 + 12	Barilla Saitama	1850 + 70
Specs Inc	335 + 29	Barilla Carlo	471 + 51
Magnum	228 + 24	CSK	4510 + 280
Unifit Corp	231 + 18	Golden	558 + 34
Petrol	189 - 24	Imperial Motor	435 + 48
Amstaylor	191 - 24	Magdalena	325 + 48
Louis Dreyfus Co	3516 - 34	Wines	334 + 17
THAILAND (Bath)			
Wines		Concord Pacific	15,59 + 0,65
Lamont Hertz	135 + 174	Keweenaw Motor	16,65 + 0,65
Royal	13415 + 634	New World Dev	46,3 + 1,6
Br. Béch	1525 - 33	SAC Plat	65,75 + 3,00
Florinik	509 - 15	First Pacific	9,10 - 0,15
Robert	22716 - 238	Jetstar Int'l Mr	5,65 - 0,15
Stiglitzgroup	12610 - 68	RAMKOK (Bath)	5,65 - 0,25
TORONTO (Cdn\$)			
Wines		Raises	
Levi's	135 + 174	Keweenaw Motor	15,59 + 0,65
Perf	1645 + 220	New World Dev	46,3 + 1,6
Guardian Cap	27,5 + 0,5	SAC Plat	65,75 + 3,00
Victory Res	4,20 + 0,01	First Pacific	9,10 - 0,15
Perf		Jetstar Int'l Mr	5,65 - 0,15
Int'l Center	4,5 - 0,4	RAMKOK (Bath)	5,65 - 0,25
Monet Cooma	24,00 - 0,25	SSS Inc	5,65 - 0,15
New York and Toronto prices at 12.30.			

UK and Italian groups to create three defence joint ventures with \$3.4bn total sales

GEC and Finmeccanica agree link-up

By Ross Tieman in London

Britain's General Electric Company and Finmeccanica, the Italian state-controlled holding company, yesterday agreed to pool elements of their defence businesses.

The outline agreement provides for their subsidiaries, GEC-Marconi and Alenia Difesa, to create three joint ventures, with sales exceeding \$2bn (\$3.32bn). These will cover missiles, naval systems,

radar, avionics and guns and armoured vehicles.

Collaboration between the UK defence electronics champion and Alenia Difesa, which accounts for 70 per cent of Italian defence manufacturing, will raise pressure on France to join in rationalisation of the European defence industry.

It represents a coup for Mr George Simpson, managing director of GEC, who on Tuesday revealed proposals to build up GEC's defence interests as

part of a strategic blueprint.

"Over the next three or four years we aim to reduce the number of GEC businesses which are in joint ventures and not wholly managed by GEC," Mr Simpson said. "But in defence, joint ventures are essential because of the political background and national concerns over security."

Talks about integrating parts of GEC-Marconi and Alenia Difesa began more than a year ago when GEC was led by

Lord Weinstock and Finmeccanica by Mr Fabiano Fabiani.

But Mr Simpson, who took over at GEC last September, and Mr Alberto Lina, who became chief executive of Finmeccanica this year, have been keen to achieve greater economies of scale in defence research and manufacturing.

Mr Lina said the deal "can be considered a European response" to consolidation of the US defence industry. In, the Italian state company that

owns 62 per cent of Finmeccanica, said it had given its blessing to the agreement.

GEC-Marconi and Alenia Difesa will set up three joint ventures over the next year. The central element will be a 50/50 company with annual sales of \$1bn, pooling missile systems, naval systems, ground-based radar and command and control systems.

In a second step, GEC-Marconi will acquire a minority interest in the Alenia

Lex, Page 22

Defesa avionics business - number three in Europe behind GEC-Marconi and Thomson-CSF of France. Combined sales will total \$200m.

Finally, Alenia Difesa, will acquire a minority stake in GEC-Marconi's smaller guns and armoured vehicles business. Combined sales will total £250m.

GEC shares rose 7% to 359 1/4p.

In a second step, GEC-Marconi will acquire a minority interest in the Alenia

cuts and the assets to be injected to the Hong Kong arm. "The key factor will be whether they can secure attractive assets," said one analyst. "That is what has been driving the red chips," he added, referring to mainland-controlled companies managed in Hong Kong.

Sentiment towards H-shares, shares of Chinese companies listed in Hong Kong, such as Tsingtao, has improved in the past year, with the H-share index having risen more than 20 per cent since July 1996.

However, red chip shares have seen stronger gains and investors remain wary about prospects for H-shares and disappointing earnings.

Analysts said the success of the restructuring would depend on the scale of cost

Restructuring proposal boosts Tsingtao shares

Chinese brewer's success may depend on assets to be put into Hong Kong division

By John Riddick in Hong Kong

Shares in Tsingtao Brewery, one of China's biggest beer producers, rose 15 per cent in Hong Kong yesterday as the company announced plans for a restructuring to improve competitiveness.

The reorganisation involves

the creation of a holding company which would be backed by the Shandong provincial government and could remove unprofitable assets from the Hong Kong-listed division.

More attractive assets could be injected into the Hong Kong vehicle, the company said.

Mr Li Gui Rong, who took over as chairman last year, indicated that decisions had yet to be taken on the assets involved. But the group said the restructuring would improve growth prospects and reduce operating costs.

The proposed restructuring marks the latest shift in strategy at Tsingtao, which has failed to meet expectations since it became the first Chinese enterprise to list in Hong Kong in 1993. Competition in China's fragmented beer market and delays in investment projects have prompted a fall in profits in recent years, while shares have plunged from a peak of almost HK\$10 at the end of 1993. After yesterday's gain of HK\$0.45 they closed at HK\$3.25.

Analysts were cautious about prospects at Tsingtao.

"Brewing in China remains a very difficult market and they have failed to deliver in the

past," said Ms Pitzi Lau, of Salomon Brothers in Hong Kong.

She said attempts to expand away from the group's stronghold in Shandong province, acquisitions of smaller brewers, and alliances with foreign companies, such as Anheuser-Busch of the US, had failed to improve performance.

Last year, net profits fell more than 70 per cent to Yn25.66m (\$3.1m). Analysts predict a sharp increase in results this year, with Nikko Securities predicting net profits of Yn49m. But with shares trading at more than 40 times prospective earnings, analysts remain wary.

COMPANIES AND FINANCE: ASIA-PACIFIC

Isuzu to develop diesel engines for GM

By Michiko Nakamoto
in Tokyo

Isuzu, the Japanese commercial vehicle manufacturer, has been given a worldwide mandate to develop diesel engines for General Motors, the US carmaker.

The move highlights the growing importance of diesel engines for General Motors and the increasing importance of Isuzu in its global strategy.

Isuzu will take on responsibility for the development of all diesel engines used by GM, other than those in very large trucks. Its activities will cover diesel engines for passenger cars as well as trucks in Japan, the US and Europe.

The move is likely to reduce the role of Opel, GM's European arm, as a supplier of diesel engines to the group, although it could continue to produce them.

Talks are under way on

how to consolidate diesel engine production, which is carried out in the US, Japan and Europe by GM, Isuzu and Opel.

The Japanese group, which is building a Y26bn (\$221m) engine factory in Poland, has developed a direct injection diesel engine for small passenger cars, which is more fuel-efficient, less noisy and has lower emissions than existing diesel engines.

Direct injection engines

have been used in larger vehicles, but Isuzu's new technology "holds out the potential that we could see penetration of diesel engines into the smaller passenger car market", said Mr Edward Brogan, analyst at Salomon Brothers in Tokyo.

While many European vehicle makers are developing smaller direct injection diesel engines, Isuzu's engine is believed to be the smallest yet, with a capacity of 1,700cc.

Isuzu will supply Opel with the new engines and is also seeking to supply other carmakers in Europe.

Carmakers are increasingly looking at diesel engines to reduce the emissions of carbon dioxide that lead to global warming.

While diesel engines make up about 20 per cent of engines used in passenger cars in Europe, they constitute only about 3 per cent of the Japanese passenger car market and are hardly used

at all in passenger cars in the US.

The benefits in Isuzu's new technology of greater fuel efficiency, lower CO₂ emissions, less noise and lower nitrogen oxide emissions, could make diesel engines more attractive to US drivers, notes Mr Brogan.

Growing environmental concerns make it likely that diesel engines will find greater acceptance in Japan and other Asian countries.

ASIA-PACIFIC NEWS DIGEST

Packer cuts stake in US insert group

Mr Kerry Packer, the Australian media magnate, has sold his majority interest in Valassis Communications, the US print insert group, for US\$432m. Valassis and Mr Rupert Murdoch's News Corporation dominate the US\$1bn US print insert market.

The sale, which reduces Mr Packer's holding in Valassis from 60.3 per cent to 5.4 per cent, has increased speculation that Mr Packer is building a war chest to increase his stake in John Fairfax Holdings, Australia's largest newspaper group.

Publishing and Broadcasting, Mr Packer's publicly-listed company, owns 17 per cent of John Fairfax. The government is expected to make a decision on rules on cross-media ownership within the next two months.

John Arbow, Sydney

■ AUSTRALIAN RETAILING

Woolworths' sales up 9.25%

Woolworths, the Australian retailing group, said sales for the 53 weeks to June 29 were A\$15.57bn (US\$11.6bn). On a 52 week to 52 week basis, sales were up 9.25 per cent.

Mr Reg Clairs, chief executive, said the increase was mainly due to expansion in the food division. The company bought the Cannons chain of supermarkets in March 1996.

Mr Clairs said Woolworths increased its market share in both food and general merchandising, in spite of the low level of consumer confidence. He said the increased sales should keep the group's profits in line with market expectations.

John Arbow

■ MALAYSIA

Trade Winds surges to M\$197m

Trade Winds, the Malaysian manufacturing, trading and plantations group, earned M\$197.1m (US\$78.7m) last year, a 84.9 per cent increase. Turnover rose 34 per cent to M\$457.6m.

The group attributed the increase to an improved performance at MNI Holdings, formerly known as Timah Land, which contributed M\$108.7m. The manufacturing and trading division rose 36 per cent due to higher productivity and an increase in operating margins, but the plantations unit was hit by lower palm oil prices.

Asif Huda, Kuala Lumpur

■ GOLD

Record production at Normandy

Normandy Mining, Australia's largest gold producer, yesterday reported record gold production of 1.5m ounces last year, as well as record zinc, copper and lead output. The company achieved a net realised gold price of A\$398 an ounce compared with a A\$446 per ounce spot price for the three months to June 30.

Mr Robert Champion de Crespigny, executive chairman, said the company's strategy to lower gold production costs, and a 50 per cent increase in zinc output coupled with a higher zinc price, should substantially lift results, which are to be announced next month.

Mr Champion de Crespigny also announced that the board had decided to list Normandy on the Toronto and Montreal stock exchanges in October to allow investors easier access to the company.

John Arbow

banks, following the arrests of its top executives.

In March, three former presidents pleaded guilty to charges of professional negligence resulting in death through the company's sale of contaminated blood products.

The executives were accused of approving continued sales of Christmann, an unheated blood product, in 1986, even though safer heat-treated products were available and they had been notified of the risks of unheated products.

Two other cases, which are still pending, are targeted at the alleged failure of health ministry bureaucrats to halt the sale of unsafe blood products.

Public criticism in the wake of the revelations led to a boycott of Green Cross products. The company has also agreed to pay more than Y20bn (\$177m) in out-of-court settlements to some of those infected with HIV from its products.

A change in management resulted in plans to merge Green Cross with another pharmaceutical company, Yoshitomi Pharmaceutical, within the next year. The merger has been seen as a rescue operation for Green Cross.

The plan makes Macromix

NEC, one of Japan's leading semiconductor manufacturers, is investing an additional £200m (\$337m) to expand and upgrade its semiconductor plant in Scotland (above), writes Michiko Nakamoto in Tokyo.

The investment will take production

capacity from 20,000 wafers a month to 30,000 in the second half of 1998.

NEC said the Scottish plant will use 0.25 micron process technology to produce the next-generation 256 megabit dynamic random access memory chips, as well as highly advanced system-on-a-chip products. The decision reflects

NEC's view that the Scottish plant is one of the group's most efficient semiconductor plants.

NEC is moving fast into higher value-added semiconductor products as the market for current generation 16-bit DRAMs remains under pressure.

Production of 16-megabit DRAMs will

remain stable at 13m units a month,

while that of 64-megabit DRAMs will

rise from 1m units a month to 3m

units by the end of December.

Macronix invests T\$200bn in new plants

By Laura Tyson in Taipei

Macronix International, a Taiwanese maker of microchips, yesterday announced plans to invest T\$200bn (US\$7.15bn) within 10 years to build three or four advanced 12-inch wafer fabrication plants.

Macronix said it would soon announce at least two big co-operation projects

with foreign clients that

would yield significant new

orders. Mr Wu Min, chair-

man, said Macronix won

US\$110m in orders from

Nintendo, the Japanese video

game maker, after several

years of co-operation.

The company has set

ambitious 1997 performance

targets of T\$2.7bn in net

profit on sales of T\$14bn.

The Macronix investment

plan is dwarfed by develop-

ment plans unveiled in

recent months by market

leader Taiwan Semiconduc-

tors and its rival United

Microelectronics, Taiwan's

second biggest chipmaker.

These are worth T\$400bn

and T\$600bn, respectively.

This announcement appears as a matter of record only



BANK IMPERIAL

USD 50,000,000 TERM LOAN FACILITY

Arrangers

LONDON FORFAITING ASIA LIMITED
Korea Merchant Banking Corporation

Senior Managers

Moscow Narodny Bank Limited
Gyongnam Merchant Banking Corporation

HANWHA MERCHANT BANK

Ost-West Handelsbank AG

Managers

PT. Bank Eksport Impor Indonesia (Persero), Paris Branch
BANK POLSKA KASA OPIEKI S.A. - PEKAO S.A. GROUP

Skandinaviska Enskilda Banken

Yeungnam Merchant Banking Corporation

Zürcher Kantonalbank

Baden-Württembergische Bank AG

Bank Austria Aktiengesellschaft

BELFIMA Finanz und Marketing AG, CH-Zurich

(Subsidiary of Monaval Holding Limited, CH-Zurich)

BAYERISCHE VEREINSBANK AG

MAGYAR KULKERESKEDELMI BANK RT

NORDBANKEN AB

Proteus Finanz AG

Advisor to the Borrower

IMAG AG

Agent

LONDON FORFAITING ASIA LIMITED

July 1997

LONDON FORFAITING

Ad Council

Call 1-800 GIVE LIFE



Please give blood.
There's a life to be saved right now.

من الاحوال

COMPANIES AND FINANCE: THE AMERICAS

JP Morgan earnings beat forecastsBy Tracy Compton
in New York

J.P. Morgan's financial performance proved better than expected in its second quarter, in the face of more difficult market conditions. The bank reported net income per share of \$1.85 in the three months to end-May - above analysts' estimates of \$1.76, but down on the previous quarter and the same period last year.

"Morgan's global business gained momentum through the second quarter, after a

slow start," said Mr Douglas Warner, chairman.

Most financial institutions were hurt by volatile market conditions in March, when the US Federal Reserve raised interest rates. However, unlike J.P. Morgan, most companies have reported net income per share of \$1.85 in the three months to end-May - above analysts' estimates of \$1.76, but down on the previous quarter and the same period last year.

J.P. Morgan's net income per share of \$1.85 in the three months to end-May - above analysts' estimates of \$1.76, but down on the previous quarter and the same period last year.

Mr. Warner said that investment banking results were the strongest in the company's history. Revenues from advisory services and from debt and equity underwriting increased

\$424m in the first quarter and \$404m a year ago. However, profits were held back by heavy investment, with operating expenses rising 12 per cent on the previous year, to \$1.79bn. The increase included a \$28m charge in connection with the renovation of office space in New York.

Mr. Warner said that investment banking results were the strongest in the company's history. Revenues from advisory services and from debt and equity underwriting increased

31 per cent, to \$265m.

The bank has invested

heavily in its equity underwriting and mergers and acquisitions business.

J.P. Morgan has appointed two additional board members to reflect a commitment to workforce diversity.

Ms Ellen Futter, president of the American Museum of Natural History, is the second woman to join the board.

The other new director is Mr Paul Allaire,

chairman and chief executive of Xerox, who is well known for his commitment

to diversity issues.

Discovery and BBC explore S America

By Raymond Snoddy

Discovery Communications

of the US and the BBC said

yesterday they planned to

launch two satellite channels

in Latin America as a

50-50 joint venture.

Nortel's portion of the contract, valued at \$300m, will

include designing and building a digital cellular network.

Nortel and BellSouth earlier collaborated on setting up

wireless networks in Israel, Chile and the south-east US.

The São Paulo contract is the second of 10 new regional

concessions in Brazil to be auctioned to the private sector.

A group led by Bell Canada won the first concession, in a

central-west region, last month.

Bernard Simon, Toronto

AMERICAS NEWS DIGEST**Nortel to invest \$125m in Brazil**

Canada's Northern Telecom is to invest US\$125m in a cellular telephone equipment plant in Brazil as part of a concession awarded earlier this week to provide cellular services in São Paulo. Nortel is a member of a consortium led by BellSouth, the US telecommunications group, and Banco Safra, the Brazilian bank, which won the concession. The consortium bid \$2.47bn, more than four times the specified minimum price.

Nortel's portion of the contract, valued at \$300m, will include designing and building a digital cellular network. Nortel and BellSouth earlier collaborated on setting up wireless networks in Israel, Chile and the south-east US. The São Paulo contract is the second of 10 new regional concessions in Brazil to be auctioned to the private sector. A group led by Bell Canada won the first concession, in a central-west region, last month. Bernard Simon, Toronto

PAPER AND PULP**Georgia-Pacific optimistic**

Georgia-Pacific, the US pulp and paper group, said it saw some price improvements late in the second quarter and forecast further improvements in the second half of the year. It reported net income of 30 cents a share for the three months ended June 30, compared with 1996 second-quarter income of 6 cents. The First Call consensus estimate of Wall Street analysts was 24 cents a share. Georgia-Pacific's pulp and paper business reported operating profits of \$12m for the three-month period, compared with profits of \$33m a year ago.

Reuters, Atlanta

VENEZUELAN POWER**Elecar to invest \$141m**

Electricidad de Caracas (Elecar), Venezuela's largest private power company, announced a \$141m investment plan to expand and improve the generation, transmission and distribution of power in the greater Caracas area in response to growing demand. Nearly one-third of the investment will go towards new information technology to increase control over operational costs and improve administrative efficiency. Elecar severely scaled back its investment plan last year as below-inflation tariff rises caused a drop in revenue.

Raymond Colit, Caracas

MEDICAL PRODUCTS**Abbott matches expectations**

Abbott Laboratories, the US drugs and medical products group, reported second-quarter earnings of \$322m, or 69 cents a share, exactly matching Wall Street expectations. The result compared with earnings of \$470m, or 60 cents, in the same period last year. Worldwide sales were \$2.9bn, up 7.5 per cent. Sales in the pharmaceutical and nutritional division were up 9.4 per cent at \$1.7bn, while hospital and laboratory product sales totalled \$1.2bn, up 4.8 per cent.

Reuters, Chicago

HOTELS**Marriott upbeat**

Marriott International, the hotels group, said it expected its "strong performance" to continue as it reported higher second-quarter results. Net income rose from \$75m to \$83m, or from 55 cents a share to 61 cents, in the three months to June 20. Sales rose from \$2.35bn to \$2.89bn.

Agencies, Washington

Comments and press releases about international companies coverage can be sent by e-mail to international.companies@ft.com

NEW ISSUE

This announcement appears as a matter of record only.

July, 1997

**Toho Real Estate Co., Ltd.**

(Incorporated with limited liability in Japan)

U.S. \$50,000,000**3% per cent. Guaranteed Bonds 2001**

with

Warrants

to subscribe for shares of common stock of Toho Real Estate Co., Ltd.

The Bonds will be unconditionally and irrevocably guaranteed by

The Sanwa Bank, Limited

ISSUE PRICE 100 PER CENT.

Daiwa Europe Limited**Sakura Finance International Limited****Fuji International Finance PLC****Merrill Lynch International****SBC Warburg****Citibank International plc****Credit Suisse First Boston****ING Barings****D.E. Shaw Securities International****Sanwa International plc****Goldman Sachs International****Morgan Stanley Dean Witter****Universal (U.K.) Limited****Cresvale Far East****Robert Fleming & Co. Limited****LG Securities Co., Limited****Towa International Limited**

Sysco, the industry leader. Significantly, however, even after the merger, JP Foodservice's annual sales of \$5.2bn will give it less than 4 per cent of the US food service market - an indication of how fragmented the industry is. Mr Miller says more than 3,000 companies are operating in the sector, most of them local distributors with annual sales of just a few million dollars each.

In one sense, the opportunities for these companies might seem to be growing, because the food service business itself is growing so fast. A recent report by McKinsey, the management

consultancy, predicted that the US food service industry's annual sales would rise by \$90bn over the next 10 years because of an increasing tendency among Americans to eat away from home.

At increasing competitive pressures are forcing smaller operators to seek mergers with larger companies - as elsewhere in much of US industry, where a seemingly insatiable thirst for economies of scale has contributed to the recent record-breaking levels of merger activity.

In the case of the food ser-

vice industry, several factors are driving the trend towards consolidation. Merged companies can become more competitive because they achieve savings by sharing overheads and increasing their buying power. JP Foodservice expects its merger with Rykoff-Sexton to deliver \$70m worth of savings in the next three years.

These savings can be especially important in technology. Food service companies are trying to become more responsive to their customers' needs - for example, helping them manage their inventories more efficiently by providing just-in-time deliveries. To do this effectively requires heavy investment in technology, such as computers for delivery vehicles, and the costs can be absorbed more easily within a larger organisation.

Another factor in favour of

mergers is a desire among

some customers to have a

"one-stop shop" for their

food service needs. Small,

regional companies can be at

a disadvantage when bidding

for big national accounts.

Conversely, JP Foodservice's merger with Rykoff-Sexton will turn the combined company into the only national distributor other than Sysco.

So far, most of the consolida-

tion in the food service

industry has involved take-

overs of relatively small

companies. JP Foodservice's

merger with Rykoff-Sexton

differs because it involves

two of the top 10 groups:

and with the competitive stakes

rising, industry observers

are wondering how much

longer it will be before the

next big deal.

Richard Tomkins

Base Rate

Morgan Grenfell & Co. Limited announces that its Base Rate has been amended from 8.5% to 8.75% per annum with effect from July 10, 1997 until further notice.

All facilities (including repeated consumer credit agreements) with a rate linked to Morgan Grenfell & Co. Limited Base Rate will be varied accordingly.

Morgan Grenfell & Co. Limited
23 Great Winchester Street, London EC2P 2AX

Deutsche Morgan Grenfell

Bermuda

on Monday, November 3

For further information, please contact:

Maria McCoy

Tel: +44 171 873 3746

Fax: +44 171 873 3062

Penny Scott

Tel: +212 745 1346

Fax: +212 319 0704

or your usual Financial Times representative

FT Surveys

© 1997 Financial Times International Ltd

COMPANIES AND FINANCE: EUROPE

Daimler to cancel Cap Gemini notes

By Graham Bowley
In Frankfurt

Daimler-Benz, the German motor and industrial group, said yesterday it would more than fully compensate investors after it moved to cancel the exchangeable notes it had intended to use to sell its stake in Cap Gemini, the French software consultant.

The move to reassure investors follows the decision on Wednesday by

CGIP, the French holding company which already owned a 20 per cent stake in Cap Gemini, to use its right of first refusal to purchase Daimler's 24.4 per cent stake for about DM1.4bn (\$795m).

The decision made redundant the earlier move by Daimler-Benz to use exchangeable bonds to place its share with investors in an innovative issue arranged by Goldman Sachs, the US investment bank.

The bond issue was

heavily subscribed and was due to settle at the end of this month. Daimler said yesterday that investors that bought the bond would now be repaid at 104 per cent of the issue price early next month.

The bonds are trading at about 4 per cent above the launch price.

CGIP has used Daimler's stake to raise its own share in Cap Gemini from 20 per cent to 30 per cent.

It has sold the remaining

shares purchased from Daimler-Benz to other market investors, through J.P. Morgan and Société Générale. This was to avoid breaching the 33 per cent level of ownership which under French stock market rules would have forced it to make a full - and costly - bid for Cap Gemini.

Daimler said the decision by CGIP meant it would receive a large non-recurrent income in the second half of this year. Analysts said

Daimler had realised a very large capital gain on the deal. "They are very pleased with this deal," said a source close to the transaction.

Under the bond issue, investors would have been able to exchange the notes at any time for shares in the French company. By placing the stake in the form of exchangeable notes, Daimler had aimed to avoid depressing the market.

The stake was owned by

Daimler-Benz Inter Service (Debis), the group's financial services and mobile telecommunications division.

Daimler decided to sell its stake in Cap Gemini to raise money to strengthen its own information technology business.

Daimler said it would also buy Cap Gemini's 19.6 per cent stake, part of Debis Systemhaus, part of Debis.

This is expected to cost the German group about DM300m.

EUROPEAN NEWS DIGEST

KGHM rises 12% on Warsaw debut

Shares in KGHM Polska Miedz, the Polish copper group, surged 12 per cent to 23.5 zlotys yesterday in their first day of trading in Warsaw. Local retail investors, who paid 19 zlotys a share, saw a 24 per cent rise in the stock. The privatisation of KGHM was the largest disposal of an industrial company in Poland.

Trade in the shares was worth 11.6m zlotys (\$35.2m), almost half of the Warsaw Stock Exchange's total volume yesterday.

At yesterday's closing share price, KGHM has a market capitalisation of 4.7bn zlotys. This raises the value of the shares traded on the WSE by 12 per cent to \$3.7bn zlotys.

As much as 21 per cent of KGHM's equity is to be listed abroad in the form of Global Depository Receipts, and the copper company is the first large central European industrial producer to be listed in London. Local institutions and small investors hold 15 per cent of the equity, while management and employees are to be handed a further 15 per cent. The Polish treasury retains 49 per cent.

The sale, which was handled by UBS, BZW and the local Wielkopolski Bank Kredytowy, was 4.5 times subscribed by foreign institutions at a price of 21 zlotys a share.

Christopher Bobinski

REMY COINTREAU

Downgrades hit shares

Analysts have revised their profit forecasts for Rémy Cointreau, the French wines and spirits group, following Wednesday's release of disappointing results for the financial year to March 31. The company's shares yesterday resumed their fall, losing 2.7 per cent to close at FF12.27. This follows Wednesday's 12.4 per cent fall to FF12.50.

FF12.50, the brokerage arm of the CIC banking group, lowered its profit forecast for the company to FF12.18m (\$21.3m) from FF12.8m for this year and from FF12.18m in 1996-97 to FF12.8m. On Wednesday, Rémy Cointreau reported a decline of 70 per cent in its annual net profit from FF12m to FF12.8m.

Analysts predicted the company would continue to suffer from its gamble on the foreign exchange market. Rémy Cointreau, which expected the dollar to remain stable or fall - against the franc, has set up foreign exchange positions that limit its revenues for three years, when the dollar rises. "The dollar remains a nightmare for the group," EIFB said. "Every time the dollar rises above FF15.4, a financial loss will be recorded."

Samer Iskandar, Paris

GERMAN INSURANCE

Allianz to retain Ergo stake

Allianz, Germany's biggest insurance group, yesterday indicated it was in no hurry to sell its stake in Ergo, the direct insurance group created this month by the merger of Hamburg-Mannheimer and Victoria Insurance. "There is no reason to sell since we have the feeling that this is going to be a very good financial investment," Allianz said.

Allianz was left with about a 10 per cent stake in the new group following the merger, through its 20 per cent stake in Hamburg-Mannheimer, a subsidiary of Munich Re. Mr Henning Schulze-Noelle, Allianz chief executive, was yesterday reported as saying that Allianz did "not fully rule out" pulling out of the venture in the long term. The move to create the new merged group reflects the broader consolidation in Europe's financial services sector and could present a challenge to Allianz. The new company is expected to have annual sales of about DM21bn (\$11.9) and about 8 per cent of Germany's insurance market - about half the market share of Allianz.

Graham Bowley, Frankfurt

SWISS PTT

Life deal with Winterthur

Switzerland's barely profitable postal service will attempt to inject some fizz into flagging sales by marketing life assurance to the country's scattered population. Under an agreement to be announced today with Winterthur, the Zurich-based insurance group, it will begin selling simple life products from next year. The postal service, which employs 40,000, is owned by the giant state-owned conglomerate Swiss PTT, whose operations range from running yellow Postbuses through remote mountain areas to high-speed data transmission services. Shares in Winterthur have risen nearly 12 per cent this month amid renewed speculation that it could strengthen links with Credit Suisse, the banking group. They edged up another SF18 to SF1,438 yesterday, but the company played down suggestions of a big deal.

Christopher Adams, Insurance Correspondent

TOURISM

Sonae to buy Torralta

Mr Belmiro de Azevedo, the Portuguese entrepreneur, has made tourism a strategic sector of his distribution-led group by buying Torralta, the state-controlled leisure company which runs the country's biggest holiday development. Imparsa, which was spun off from Mr de Azevedo's Sonae group in January, has reached an agreement with the government to acquire Torralta, which has been in receivership for two years. The deal involves paying off the leisure group's E4.5m (\$27.5m) debt to the state.

Torralta, whose main development is a holiday complex on the Troia peninsula, 45km south of Lisbon, once accounted for 8 per cent of Portugal's total tourism revenue. Troia is the country's biggest tourism development in terms of beds. Analysts said yesterday Imparsa was expected to invest at least E2.5m in Troia - E10m to recuperate existing real estate and E15m in new projects. Its plans are understood to focus on tourism for middle-income families and the elderly, leisure activities including a yachting marina, and gambling.

Mr de Azevedo owns 32.1 per cent of Imparsa, created in a demerger to handle the industrial holdings of his group, as well as other diverse interests, including newspapers, hotels and information technology. The division enables Sonae Investimentos, of which Mr de Azevedo also holds 32.1 per cent, to concentrate on the group's hypermarket and supermarket chains, which account for about 40 per cent of the Portuguese market.

Peter Wise, Lisbon

Behind the high walls at Gazprom

Gazprom's first results prepared under International Accounting Standards mark a milestone in the giant Russian gas company's evolution into a transparent and accountable corporation.

By stripping away the mysteries that have surrounded its finances, Gazprom has allowed outside bankers, shareholders and competitors to gain a clearer understanding of its strengths and weaknesses.

"There is nothing mystical about Russian accounts," says Mr Bruce Edwards, a partner at Price Waterhouse, who led the audit team. "There is a huge misconception that Russia is somehow different, but I do not see it being much different to anywhere else."

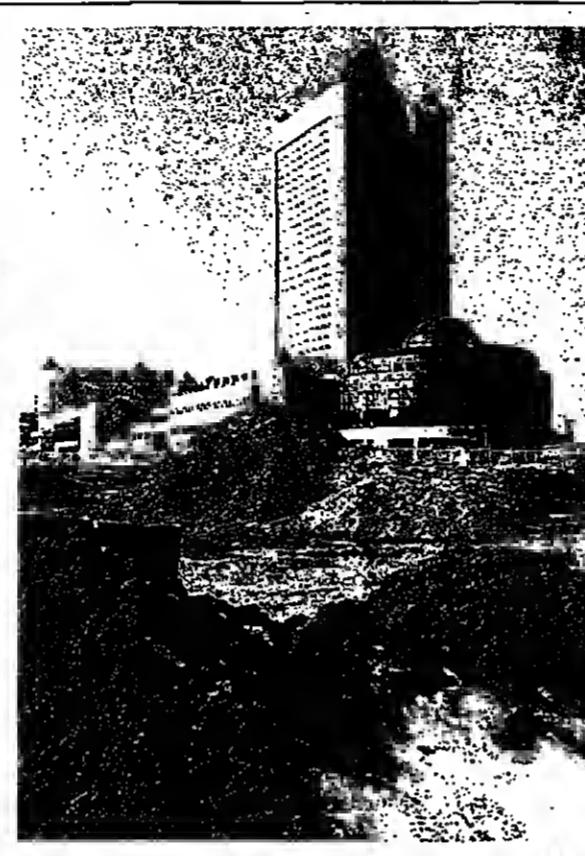
The audit may reassure potential creditors and make it easier for the company to raise money on the international capital markets. But the increased transparency will also lead to a higher level of critical information collection within Gazprom, its gas reserves, and operates enough pipelines to circle the globe nine times.

To most auditors, Gazprom would rank as their wildest dream - or their worst nightmare.

Price Waterhouse, which charged \$12m for the audit and related work, devoted 45 staff to the task with an additional 25 specialists at peak times.

The most-travelled team member flew the equivalent of 3.5 times around the world in the first year to take a view on the company's Arctic reserves and assess the value of its social assets, such as schools, hospitals and farms.

Mr Edwards says that the auditor's interest was to ensure the company had sufficient reserves to support its assets, chiefly the pipeline.



A reluctance to co-operate with the audit was short-lived

That has an estimated lifetime of 20 years while the gas reserves are estimated to be 80 years," he says.

Fortunately, Price Waterhouse did not have to check every mile of Gazprom's pipeline network.

"You do not know that the

John Thornhill

Falling prices behind Gold Fields' decline

By Mark Ashurst

Gold Fields of South Africa, the mining group poised to come under the control of black investors, yesterday kicked off the quarterly reporting season with a fall for the June quarter.

However, Mr Keith Spencer, general manager of gold operations, said the group had achieved its aim of containing rising costs at its deep level mines.

"This was a very pleasing result. Working costs stayed more or less the same... Revenue was down because of the gold price," he said.

Analysts had predicted that the further drop in bullion prices, which this week fell to a 12-year low, would depress profits at the world's

third-largest gold producer in the current quarter.

Net profit before capital expenditure fell from R236m to R192m (\$42.6m) for the period to June 30.

The average gold price received fell by 4.5 per cent to R49.41 a kg. Unlike last year, when the sharp devaluation of the rand against the dollar helped South African miners in a weak bullion market, the currency has remained relatively stable.

Reinbrandt, the mining and industrial group which owns 40 per cent of GFSA Holdings, Gold Fields' parent company, is in talks with New Africa Investments, South Africa's biggest black-owned company, to give it joint control of Gold Fields.

The move could install Mr

Gold price firms, Page 32

Eurotunnel's investors make voices heard

By Andrew Jack

in Paris

the French insolvency courts.

Mr Albert Jauffret, Adacte's leader, said: "We want to make Ponsolle fall," calling the bluff of the chairman, who had threatened to resign if he could not achieve a quorum. He rallied his members in the hope that they would swing the balance of power and prevent the EGM taking place.

With that battle lost, the group switched tack, entering the hall and sitting at the back like classroom rebels letting out periodic outbursts during the presentations of Eurotunnel's directors and other speakers.

"Rubbish", "fraud", "lies", they called out, alongside other less printable insults.

Between each presentation, a Belgian shareholder attempted to speak out. When he eventually managed to seize the podium, his convoluted comparisons between the Channel link and a Japanese tunnel project met a mixed reaction, and he was forced to retreat.

Mr Ponsolle told investors that he hoped they would vote "not with resignation, but with encouragement for our staff, executives and the perspectives of the company".

Among those present - many of whom had seen substantial savings made all but worthless - the mood seemed one of bitter acceptance by people confronted with no realistic alternative.

11 July 1997

By Samer Iskandar in Paris

Mr Yves Rambaud, chairman of Eramet, has emerged as the main beneficiary of the French government's latest attempts to resolve its conflict with minority shareholders of the French metals and mining group.

After a meeting this week of Eramet's board of directors, the company said it was considering the reappointment of Mr Rambaud as chairman.

Mr Alain Juppe, the former prime minister, wanted to replace Mr Rambaud because of his opposition to government plans to strip Eramet of a nickel concession in New Caledonia, a move demanded by some

nationalists in the French Pacific territory.

This week's decision was made "with the approval of Erap", the state-owned holding group that holds 55 per cent of Eramet, according to the board.

It will be submitted to shareholders at the annual meeting on July 31.

The former administration supported plan by SMSP, a company controlled by Kanak nationalists, to build a smelter with Canadian mining group Falconbridge, using nickel from Eramet's concession, with roughly 500,000 tonnes of reserves accounted for a quarter of Eramet's resources.

Mr Lionel Josip, the new socialist prime minister, has asked Mr Philippe Esqif, for

mer president of the national railway SNCF, to submit "before the end of the summer, a study on the economic and industrial perspective" of a nickel transformation plant.

The government confirmed its "wish to see the building of a nickel transformation plant in the north of the island".

The likely reappointment of Mr Rambaud is expected to upset Union Caledonienne, the nationalist party whose president set a 48-hour ultimatum on Tuesday for the replacement of the chairman. However, the nationalists should be pleased that the government now plans to appoint two Caledonian directors to the board.

30 Group of Thirty

Global Institutions, National Supervision and Systemic Risk

A Study Group Report

Rapid changes occurring in the international financial system have produced new sources of risk and new routes for their transmission.

At the same time, the operations of trans-national financial institutions and global markets have outgrown national accounting, legal and supervisory systems on which the safety and soundness of the financial system rely. Bridging the gap between global finance and national infrastructure will require an ambitious effort by the private sector to devise principles to guide risk management, reporting and supervision of global institutions and markets.

Price: \$40.00 ISBN 1-56708-101-0

The Group of Thirty
190 Madison Avenue
Suite 750
New York, NY 10022

Washington, DC 20001

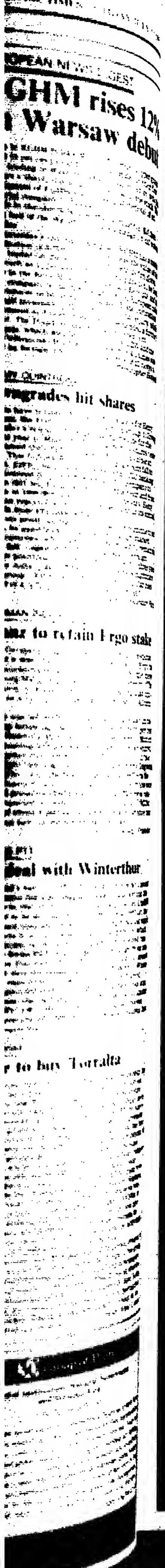
IRISH PERMANENT BUILDING SOCIETY
Floating rate notes 1998
Notice is hereby given that for the interest period from 9 July 1997 to 9 October 1997, the notes will carry an interest rate of 7.3625% per annum. Interest payable on 9 October 1997 will amount to \$185.53 per \$1,000 note and \$1,855.75 per \$10,000 note.
Agent: Morgan Guaranty Trust Company
JPMorgan

LOTHBURY
Lothbury Funding No.1 PLC
USD 140,000,000
CRIINSURED MORTGAGE ASSOCIATION INC.
Guaranteed Secured Floating Rate Notes due 1998
Interest Rate 6.03125%
Interest Period July 10, 1997 to October 10, 1997
Interest Amount due on October 10, 1997 per USD 29,01786 USD 44,726
BANQUE GENERALE DU LUXEMBOURG Agent Bank
NatWest Markets

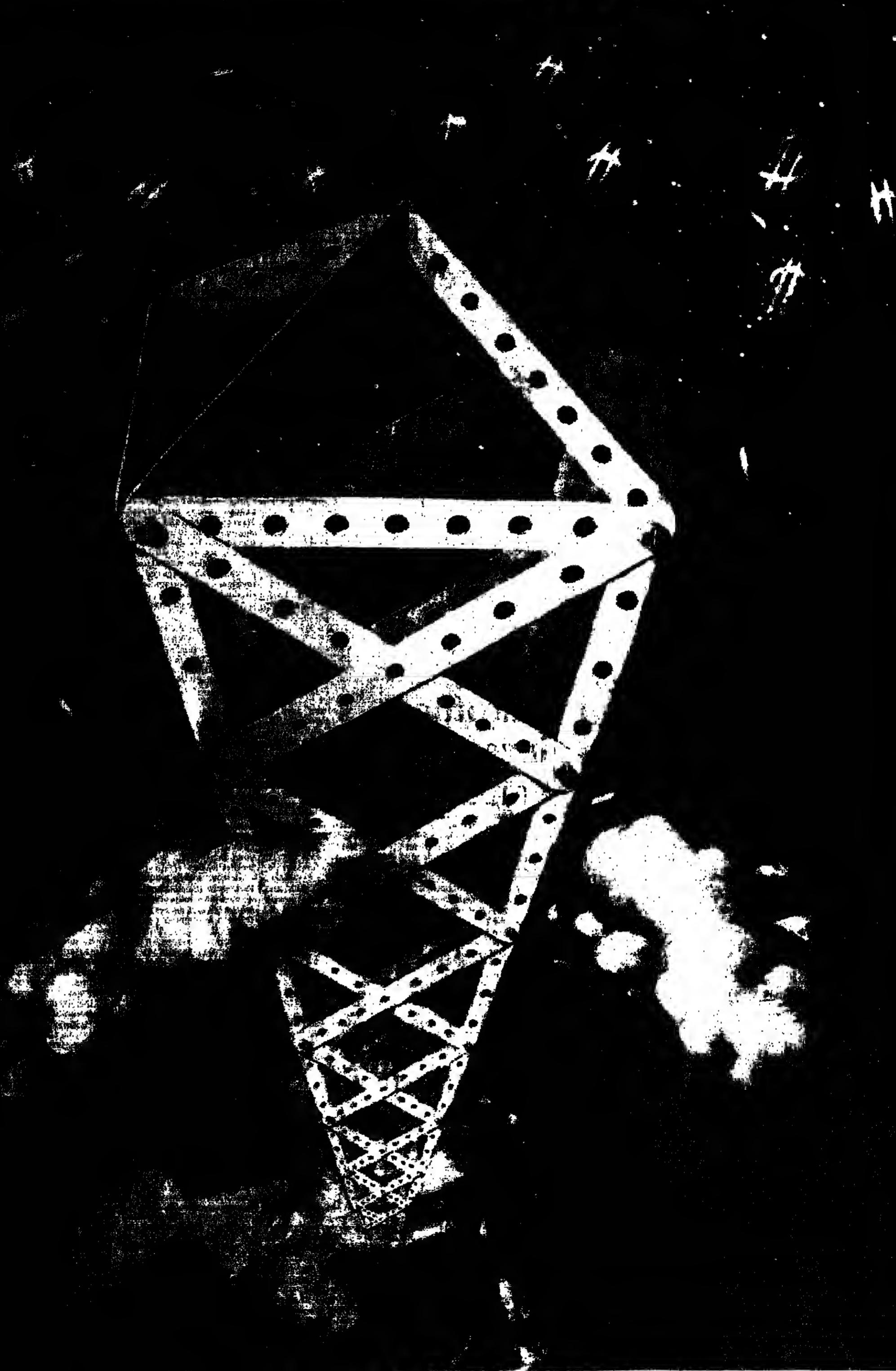
USD 140,000,000
CRIINSURED MORTGAGE ASSOCIATION INC.
Guaranteed Secured Floating Rate Notes due 1998
Interest Rate 6.03125%
Interest Period July 10, 1997 to October 10, 1997
Interest Amount due on October 10, 1997 per USD 29,01786 USD 44,726
BANQUE GENERALE DU LUXEMBOURG Agent Bank
NatWest Markets

لبنان من الأجل

مكتبة المجلات



NEWSWORLD CHINA FINANCE LIMITED
WOULD DOUBLE ITS BOND ISSUE ON THE STOCK MARKET



Banking.
Our first guaranteed bond issue for New World China Finance Limited was a triumph of teamwork.
We solved the problem associated with "going public" bonds: the lack of certainty about their return.
We gave investors a choice of cash or shares at the time of an initial public offering. In doing so, we created a
new demand.

We will make sure you benefit from our financial weight and product expertise. As the
HSBC Group's investment banking arm, our qualities ensure strong foundations on which you're able to build.

HSBC Investment Banking ◀ ▶

Department of the Commercial Bank of China in the UK

COMPANIES AND FINANCE: UK

Directors resign as inquiry into failed CWS takeover attempt is published

Senior heads roll at Hambros

By John Gapper and Clay Harris

The failure of the attempt by the businessman Mr Andrew Regan to buy the Co-operative Wholesale Society claimed its most senior victim to date yesterday when three directors of Hambros, the merchant bank, resigned.

The resignations of Mr Nigel Pantling, the head of corporate finance at Hambros, and Mr Peter Large and Mr Peter Andrew Salmon, former advisers to Mr Regan's Galileo Group, came as Hambros published the conclusions of an inquiry into its conduct.

The inquiry by the law firm Norton Rose has been given to the Bank of England, which is conducting an inquiry into Hambros' conduct. The individuals involved could also face discipline by the Securities and Futures Authority.

The affair, which has already led Sir Chipe Keswick, the chairman of Hambros, to apologise to CWS, is one of the most serious blows to a merchant bank's reputation since the Blue Arrow affair involving County NatWest in 1987.

Hambros said it showed a "failure of implementation" of its internal controls, which led to the bank

distributing copies of confidential CWS documents to more than a dozen other City firms as part of Galileo's bid attempt earlier this year.

It said the conduct of individuals involved in taking and sending out information "fell well short of the standards of good business practice", but the Norton Rose inquiry had not found "any dishonest intent" among Hambros staff.

The bank said a number of members of staff "had been disciplined and it was tightening its controls in some areas. The inquiry is thought to have found that internal compliance officers

found it hard to get information from staff".

Mr Regan, who faces criminal charges relating to the alleged theft of CWS documents along with Mr David Lyons, a fellow director of Galileo, and Mr Alan Green, a former CWS executive, said that the "true story" was starting to emerge.

Mr Regan said he still awaited an apology from those who took Galileo's money so readily" and it was "clear the advice Galileo paid so many millions of pounds for, and followed every inch of the way, was inept".

Hambros said Mr Pantling, 46, who joined the bank in 1995, would be paid three months' notice along with the other two directors. It said he would be succeeded by Mr William Naharro, the head of corporate finance in

1995, and would be paid three months' notice along with the other two directors. It said he would be succeeded by Mr William Naharro, the head of corporate finance in

Smith & Nephew approach for DePuy

By Roger Taylor and Michael Peel

Smith & Nephew, the UK's leading healthcare group, is seeking large strategic acquisitions to protect its position in the market.

Earlier this week, Mr Nigel Campion-Smith resigned as a partner of Travers Smith Brathwaite, the law firm which had acted for Galileo in the affair.

Hambros and Travers Smith Brathwaite may still face legal action from the liquidator of Galileo, their former client Ernst & Young said it was proceeding with its intention to "seek some recompense" from the advisers.

LEX COMMENT

Fids

The UK government is in a difficult muddle over foreign income dividends (Fids). Having boldly abolished them in the Budget, an ignominious climbdown from the supposedly iron chancellor now looks inevitable. Even worse, it appears not to be contenting a proper solution - just a sticking-plaster.

What, he should be asking, are Fids for? They were a partial answer to the problem of "surplus ACT" - a noxious and arbitrary by-product of the advance corporation tax system.

No-one seriously thinks it is a defensible tax. But so long as ACT exists, it is to some extent an unhappy inevitability.

Therein, however, lies the obvious solution to the chancellor's problem. Having abolished the main benefit of ACT - pension funds' tax credits - the right course now is to abolish the tax altogether. Companies would pay corporation tax instead, the problem of surplus ACT would disappear. Fids would not be needed and individual shareholders could be left untouched. Meanwhile, the resulting one-off hit in the government's revenues could easily be dealt with by, say, moving to a US-style quarterly system of corporation tax collection.

The only snag is that the government would lose all that surplus ACT. Hence the attraction of compromise fall-backs like a more restrictive Fids system. But their only appeal is that they continue to raise an unjustifiable tax. The chancellor has a golden opportunity to move to a simpler, fairer system and he should not fluff it.

Goode Durrant avoids market hazards

By Chris Gresser

Goode Durrant, the specialist vehicle and equipment hire company, shrugged off difficult market with a 20 per cent jump in annual pre-tax profits from £21.3m to £25.5m (£43.1m) on turnover up from £104.9m to £139m.

The shares rose 11p to close at 436p yesterday as Mr Michael Waring, chairman, said that pricing pressures

had started to ease.

Operating margins for the year were squeezed, however, slipping from 24.3 per cent to 22.4 per cent, as manufacturers put up prices and Goode Durrant's rivals pushed down rental rates.

Mr Waring said: "We had considerable success in arresting the fall in hire rates and indeed, since the start of the year we have had some success in moving rates upwards." Analysts

said that the recent consolidation in the market, with GE of America acquiring both TLS and Smith Self-Drive, would also improve the market outlook.

Mr Waring added that price rises from car manufacturers had eased.

Capital expenditure on the company's hire fleet was £11.8m (£78.6m). Depreciation and amortisation was £45.2m. Mr Waring said it was unlikely the fleet would

continue to expand at last year's rate - 42 per cent to 16,000 vehicles - and expected future growth rates nearer 20 per cent.

The fleet continued to enjoy a 91 per cent utilisation rate, as it had for the past five years.

Mr Waring said that with just 8 per cent of the light commercial vehicle hire market, there was plenty of room for Goode Durrant to grow, and he expected most

of this to be achieved organically.

The UK has only 8 per cent of the total light commercial vehicle market on hire, unlike the US, where the figure is closer to 40 per cent. Goode Durrant is stepping up its marketing to convince UK companies to move towards the US model.

The 6.8p final dividend makes a total of 10p (6.8p). Earnings per share rose to 31.8p (26.4p).

Tax credits go out with a whimper

Tony Jackson notes a subdued market reaction to the dividend policy change

It is now just over a week since the Labour government abolished tax credits on dividends. Investors and corporations are still scratching their heads over the implications. Some of them are less obvious than they look.

Take, to begin with, the level of the UK market. What effect should the change have on the FTSE All-Share Index?

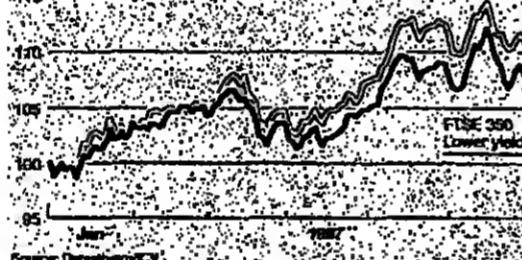
For tax-exempt investors - mostly the pension funds - the effect was to knock 20 per cent off the value of their dividends. For the rest, it made no difference. At a rough guess, tax-exempt investors account for half the UK market. Logic therefore suggests the market should have fallen 10 per cent, as a means of restoring the average yield to investors overall.

In fact, nothing of the sort has happened. Since the FTSE gave advance warning of the change almost a month ago, the All-Share index has fallen by less than 1 per cent. Since the Budget itself, it has risen.

Partly, this was because the move has been in the market's mind ever since Mr Norman Lamont's 1984 Budget took the first bite out of tax exemption. But as one senior fund manager points out, there is more to it than that.

Bear in mind, he says, that pension funds have been

How they compare



shows, the FTSE 350 Higher Yield Index has outperformed the Lower Yield Index perceptibly in recent months. Since news of the Budget move broke in mid-June, the Higher Yield Index has fallen 0.6 per cent, the Lower Yield 1.8 per cent.

This is particularly true of foreign investors, who have done much of the buying since the Budget. They had a further incentive: if UK equities were worth a given amount to them before, why should they not be worth the same today?

This is particularly true of foreign investors, who have done much of the buying since the Budget. They had a further incentive:

At least two further responses from companies are possible. First, they may embrace the philosophy of share buy-backs, American-style, in lieu of dividends. Second, those with overseas earnings may switch to paying foreign income dividends. Although these were proposed for abolition in April 1998 in the Budget, the government is apparently about to think again.

In one sense, all three responses are linked. All involve finding ways of handing cash to shareholders. This may pose a problem, since the new government is opposed to this in ideological terms. Mr Bob Semple, equity strategist at NatWest Markets, says: "The

Labour party is saying it wants companies to invest, and doesn't like shareholders getting the loot. They would probably find more ways of discouraging companies from paying out."

It is early days for companies to establish their policies. Meanwhile, as yesterday's interest rate rise serves to underline, the market has more pressing questions to consider.

Thus, investors need to sort out the proper relationship between equities and bonds under the new regime.

In particular, they need to consider the appropriate yield gap between equities and index-linked gilts. That gap, after all, represents the risk premium appropriate to equities.

That risk is arguably higher than before, to the extent that the government has shown hostility to cash distributions. Meanwhile, the yields on other asset classes - cash, gilts and property - are moving around in response to changes in monetary policy.

In such a volatile environment, the response to the government's action cannot be precisely measured. The likelihood is that pension funds, in particular, will allocate less to UK equities over time until they feel a new balance has been struck. But as the last week suggests, this need not mean fireworks.

In one sense, all three responses are linked. All involve finding ways of handing cash to shareholders. This may pose a problem, since the new government is opposed to this in ideological terms. Mr Bob Semple, equity strategist at NatWest Markets, says: "The

government's action cannot be precisely measured. The likelihood is that pension funds, in particular, will allocate less to UK equities over time until they feel a new balance has been struck. But as the last week suggests, this need not mean fireworks.

In one sense, all three responses are linked. All involve finding ways of handing cash to shareholders. This may pose a problem, since the new government is opposed to this in ideological terms. Mr Bob Semple, equity strategist at NatWest Markets, says: "The

government's action cannot be precisely measured. The likelihood is that pension funds, in particular, will allocate less to UK equities over time until they feel a new balance has been struck. But as the last week suggests, this need not mean fireworks.

In one sense, all three responses are linked. All involve finding ways of handing cash to shareholders. This may pose a problem, since the new government is opposed to this in ideological terms. Mr Bob Semple, equity strategist at NatWest Markets, says: "The

government's action cannot be precisely measured. The likelihood is that pension funds, in particular, will allocate less to UK equities over time until they feel a new balance has been struck. But as the last week suggests, this need not mean fireworks.

In one sense, all three responses are linked. All involve finding ways of handing cash to shareholders. This may pose a problem, since the new government is opposed to this in ideological terms. Mr Bob Semple, equity strategist at NatWest Markets, says: "The

government's action cannot be precisely measured. The likelihood is that pension funds, in particular, will allocate less to UK equities over time until they feel a new balance has been struck. But as the last week suggests, this need not mean fireworks.

In one sense, all three responses are linked. All involve finding ways of handing cash to shareholders. This may pose a problem, since the new government is opposed to this in ideological terms. Mr Bob Semple, equity strategist at NatWest Markets, says: "The

government's action cannot be precisely measured. The likelihood is that pension funds, in particular, will allocate less to UK equities over time until they feel a new balance has been struck. But as the last week suggests, this need not mean fireworks.

In one sense, all three responses are linked. All involve finding ways of handing cash to shareholders. This may pose a problem, since the new government is opposed to this in ideological terms. Mr Bob Semple, equity strategist at NatWest Markets, says: "The

government's action cannot be precisely measured. The likelihood is that pension funds, in particular, will allocate less to UK equities over time until they feel a new balance has been struck. But as the last week suggests, this need not mean fireworks.

In one sense, all three responses are linked. All involve finding ways of handing cash to shareholders. This may pose a problem, since the new government is opposed to this in ideological terms. Mr Bob Semple, equity strategist at NatWest Markets, says: "The

government's action cannot be precisely measured. The likelihood is that pension funds, in particular, will allocate less to UK equities over time until they feel a new balance has been struck. But as the last week suggests, this need not mean fireworks.

In one sense, all three responses are linked. All involve finding ways of handing cash to shareholders. This may pose a problem, since the new government is opposed to this in ideological terms. Mr Bob Semple, equity strategist at NatWest Markets, says: "The

government's action cannot be precisely measured. The likelihood is that pension funds, in particular, will allocate less to UK equities over time until they feel a new balance has been struck. But as the last week suggests, this need not mean fireworks.

In one sense, all three responses are linked. All involve finding ways of handing cash to shareholders. This may pose a problem, since the new government is opposed to this in ideological terms. Mr Bob Semple, equity strategist at NatWest Markets, says: "The

government's action cannot be precisely measured. The likelihood is that pension funds, in particular, will allocate less to UK equities over time until they feel a new balance has been struck. But as the last week suggests, this need not mean fireworks.

In one sense, all three responses are linked. All involve finding ways of handing cash to shareholders. This may pose a problem, since the new government is opposed to this in ideological terms. Mr Bob Semple, equity strategist at NatWest Markets, says: "The

government's action cannot be precisely measured. The likelihood is that pension funds, in particular, will allocate less to UK equities over time until they feel a new balance has been struck. But as the last week suggests, this need not mean fireworks.

In one sense, all three responses are linked. All involve finding ways of handing cash to shareholders. This may pose a problem, since the new government is opposed to this in ideological terms. Mr Bob Semple, equity strategist at NatWest Markets, says: "The

government's action cannot be precisely measured. The likelihood is that pension funds, in particular, will allocate less to UK equities over time until they feel a new balance has been struck. But as the last week suggests, this need not mean fireworks.

In one sense, all three responses are linked. All involve finding ways of handing cash to shareholders. This may pose a problem, since the new government is opposed to this in ideological terms. Mr Bob Semple, equity strategist at NatWest Markets, says: "The

government's action cannot be precisely measured. The likelihood is that pension funds, in particular, will allocate less to UK equities over time until they feel a new balance has been struck. But as the last week suggests, this need not mean fireworks.

In one sense, all three responses are linked. All involve finding ways of handing cash to shareholders. This may pose a problem, since the new government is opposed to this in ideological terms. Mr Bob Semple, equity strategist at NatWest Markets, says: "The

government's action cannot be precisely measured. The likelihood is that pension funds, in particular, will allocate less to UK equities over time until they feel a new balance has been struck. But as the last week suggests, this need not mean fireworks.

In one sense, all three responses are linked. All involve finding ways of handing cash to shareholders. This may pose a problem, since the new government is opposed to this in ideological terms. Mr Bob Semple, equity strategist at NatWest Markets, says: "The

government's action cannot be precisely measured. The likelihood is that pension funds, in particular, will allocate less to UK equities over time until they feel a new balance has been struck. But as the last week suggests, this need not mean fireworks.

In one sense, all three responses are linked. All involve finding ways of handing cash to shareholders. This may pose a problem, since the new government is opposed to this in ideological terms. Mr Bob Semple, equity strategist at NatWest Markets, says: "The

government's action cannot be precisely measured. The likelihood is that pension funds, in particular, will allocate less to UK equities over time until they feel a new balance has been struck. But as the last week suggests, this need not mean fireworks.

In one sense, all three responses are linked. All involve finding ways of handing cash to shareholders. This may pose a problem, since the new government is opposed to this in ideological terms. Mr Bob Semple, equity strategist at NatWest Markets, says: "The

government's action cannot be precisely measured. The likelihood is that pension funds, in particular, will allocate less to UK equities over time until they feel a new balance has been struck. But as the last week suggests, this need not mean fireworks.

In one sense, all three responses are linked. All involve finding ways of handing cash to shareholders. This may pose a problem, since the new government is opposed to this in ideological terms. Mr Bob Semple, equity strategist at NatWest Markets, says: "The

government's action cannot be precisely measured. The likelihood is that pension funds, in particular, will allocate less to UK equities over time until they feel a new balance has been struck. But as the last week suggests, this need not mean fireworks.

In one sense, all three responses are linked. All involve finding ways of handing cash to shareholders. This may pose a problem, since the new government is opposed to this in ideological terms. Mr Bob Semple, equity strategist at NatWest Markets, says: "The

government's action cannot be precisely measured. The likelihood is that pension funds, in particular, will allocate less to UK equities over time until they feel a new balance has been struck. But as the last week suggests, this need not mean fireworks.

In one sense, all three responses are linked. All involve finding ways of handing cash to shareholders. This may pose a problem, since the new government is opposed

MANAGEMENT

How to be priest and psychiatrist

Booz Allen's chief finds that managing professionals is not a task for a blinkered bureaucrat

The subject of how to run a management consultancy has a certain macabre fascination. Consultants make vast sums telling others how to run things. Any sign of their own failibility, such as Arthur Andersen's failure to agree on a new boss, is bound to raise a cackle from the rest of us.

But as Brian Dickie reminds us, running a consultancy is not your average management job. Dickie is president and chief operating officer of the New York-based firm Booz Allen. With 240 partners, Booz Allen is not quite the size of Andersen or McKinsey. It is still big enough to headache.

Dickie is the only top partner who does not work directly with clients. Since he does not bring in revenue, he is paid less than some who do. Indeed, those partners involved in management are encouraged to return to client work. "In our culture," Dickie says, "management is one of the tasks you take on not a reward."

Partnerships, of course, have their own peculiar culture. There is a further difference. Management consultants traditionally see themselves practising a profession. To bid them successfully, it is necessary to be credible as a practitioner. There is no room, Dickie says, for the career manager; that is, the bureaucrat.

The best paid he finds is a university. He is on the board of governors of his Harvard Business School at Insead. "When I listen to the pans talking about their challenges," he says, "the analogies are extraordinary." One might add stockbroking: in which, as a London broker once remarked, managing is what you do after the market closes.

But in other respect, finance

The Management Interview

Brian Dickie
by Tony Jackson

ment failed, and the business suitably chastened, reverted to partnership.

That, Dickie argues, is still the natural form, if only because the business does not need capital. But it is clear that as with other big partnerships - Goldman Sachs comes to mind - size creates its own tensions.

"The old Booz Allen," Dickie says, "was a federation of partners with extreme professional freedom and very little institutional interpretation or help. The move of the past five years has been from an artist's colony to competing as an institution."

This involves much more formalised teamwork, and investment in technology and human resources. That in turn requires changes in partners' behaviour.

"But the argument against a shareholding structure in a profession," Dickie says, "is that people don't want to be told what to do, and won't accept it from outsiders. And a lot of the satisfaction comes from owning the business and having a say. It's very different from being a cog in a corporate machine."

The problem of size, however, will not go away. Like most of

is different. The great majority of stockbrokers or investment banks began as partnerships. Few remain so today. In management consultancy, partnership is still the dominant model. Can this continue?

In Booz's case, the question has particular force. The firm went public in the 1970s, and a generation of partners took the cash and left. It also branched out into supposedly related professional services such as headhunting and research and development.

The experiment failed, and the business suitably chastened, reverted to partnership.

That, Dickie says, is still the natural form, if only because the business does not need capital. But it is clear that as with other big partnerships - Goldman Sachs comes to mind - size creates its own tensions.

"The old Booz Allen," Dickie says, "was a federation of partners with extreme professional freedom and very little institutional interpretation or help. The move of the past five years has been from an artist's colony to competing as an institution."

This involves much more formalised teamwork, and investment in technology and human resources. That in turn requires changes in partners' behaviour.

"But the argument against a shareholding structure in a profession," Dickie says, "is that people don't want to be told what to do, and won't accept it from outsiders. And a lot of the satisfaction comes from owning the business and having a say. It's very different from being a cog in a corporate machine."

The problem of size, however,



Dickie: 'you have to command the moral equivalent of a parliamentary majority'

the big management consultancies, Booz is increasing its revenues by at least 20 per cent a year, in a business which lives by selling the time of its people, the headcount - including partners - has grown in line.

"I don't know what the limits are," Dickie says. "I sometimes think we've reached the limit at the present 240 partners. There's definitely a qualitative change at around 40, between the founders and the next generation. Then there's another change at 120 to 150, when a lot of the partners will not have worked with other partners in the firm.

"I know every partner, and know a lot about them. No partner gets elected without me being familiar with their case. But that's increasingly difficult."

Two answers suggest themselves. First, Dickie says, the firm operates through the team principle: Ideally, teams consisting of about 30 partners where each will act as clones of the larger entity, behaving rather like mini-partnerships.

Second is the possibility of a two-tier partnership, involving senior and ordinary partners. McKinsey, which has 700 partners, works on this basis. Dickie says the idea is not popular at Booz Allen. "But it seems to me an almost inevitable migration. As you become bigger, the definition of which partners are involved in governance changes."

That, he says, is one of the big frustrations of the job. "But it's also one of its most stimulating aspects, because these people are what it's all about. A lot of the people who need time in the clinic are also the stars."

And, he implies, they are all intellectuals in their own right.

"We've taken all our partners through the Aspen Institute - courses on philosophy, on the values of individualism, of economics versus social responsibility. This kind of intellectualisation of what we are is a key difference between a professional firm and a corporation."

That stimulus, he claims, is more important than mere money. Applied to people who can realistically hope to pull down \$1m a year, this might seem a little steep. But Dickie insists on the point. "Consultants don't do this for money, and they shouldn't. A lot of people here couldn't tell you what they're paid. If they could, they'd be investment bankers."

Antonio Borges (dean of Insead), we all spend a huge amount of time talking to our top performers - reassuring them and resolving skirmishes."

That, he says, is one of the big frustrations of the job. "But it's also one of its most stimulating aspects, because these people are what it's all about. A lot of the people who need time in the clinic are also the stars."

And, he implies, they are all intellectuals in their own right. "We've taken all our partners through the Aspen Institute - courses on philosophy, on the values of individualism, of economics versus social responsibility. This kind of intellectualisation of what we are is a key difference between a professional firm and a corporation."

That stimulus, he claims, is more important than mere money. Applied to people who can realistically hope to pull down \$1m a year, this might seem a little steep. But Dickie insists on the point. "Consultants don't do this for money, and they shouldn't. A lot of people here couldn't tell you what they're paid. If they could, they'd be investment bankers."

Relative values in the office

Diane Summers on childless employees and discrimination

Employees who do not have children can sometimes feel exploited - made to work unsocial hours at short notice or provide cover for colleagues with childcare problems.

Providing perks that are particularly attractive to childless people may be one way of lessening resentment. The Conference Board found, for example, that fitness centres were more likely to be used by "single employees who have more free time and energy to work out".

The backlash, such as it is, is most apparent in the US, where organisations are more likely to have well-developed "work-family" schemes with a range of benefits and flexible working.

To test the strength of the backlash and what, if anything, companies should do about it, the Conference Board, the US-based business network, questioned nearly 80 companies about their experiences. The companies, which covered a range of sectors, all offered work-family schemes, and so were not representative of all organisations.

Results indicated that three-quarters of the companies questioned felt concerns about a backlash had been exaggerated: the same proportion said it was not true that childless employees carried more of the workload.

However, it is clear there is still discontent: less than half of the respondents agreed with the statement "childless employees harbour no resentment against employees who have children".

**The Childless Employee Work-family roundtable, vol 6, no 4. The Conference Board, 843 Third Avenue, New York, NY 10022.*



Child friendly: childless employees can feel exploited

BUSINESSES FOR SALE

WATERMARK LEISURE LIMITED

(In Administrative Receivership)

The Administrators offer for sale as a going concern the businesses and assets of Watermark who own and operate high quality leisure resorts. The principal facilities available are:

- Overstone Golf and Leisure Club (near Northampton)
- Buckden Marina and Leisure Club (near Huntingdon)
- A limited number of New England style 'lodge' properties at South Cerney, Cotswolds
- Ground rent income stream from lodge owners at each resort.

Interested parties should telephone: Mike Gercke or Charles Thresh of Price Waterhouse, London on 0171 939 3000, Fax 0171 939 5566.

Price Waterhouse

This advertisement has been approved by Price Waterhouse, a firm authorised by the Institute of Chartered Accountants in England and Wales to carry on investment business.

According to Article 241 of the Companies Act, Article 3 of The Management Board's Operating Rule Book and the Management Board Resolution of 14 May 1997, PLIVA d.d., Pharmaceutical, Chemical, Food and Cosmetics Industry, incorporated,

ANNOUNCES

that its FAVORIT plant in Nerezisca, Island of Brac

FOR SALE

The FAVORIT plant began operations in 1981 producing chewing gum, hard candies and lollipops. The plant is located in Nerezisca on the island of Brac, nine nautical miles from the Port of Split. There is also an airport located nearby on Brac.

The FAVORIT plant premises cover an area of 59,770m² in size, with 3,452m² dedicated to the manufacturing and packaging of finished products, and 3,625m² of warehouse space. The existing buildings can be used for other purposes.

The manufacturing plant is air-conditioned and equipped with all necessary forms of energy and infrastructure. The plant's production capacity is approximately 3,200 tons per year and has a staff of 105 employees.

For all additional information, please contact PLIVA CONSULTANCY, Zagreb, Jagiceva 31, Croatia, Fax 385 1 170-033.

MANAGED PUBLIC HOUSE

COSTA DEL SOL

Spain

Resort Town,

44,000 Population

85% Spanish Trade,

Irish Theme Pub,

Superb Location,

Trading 7-8 Mil Pts per Month.

Opportunity to expand site.

Sale due to partnership split

75 Mil Pts

Tel: 0345 2660101

Mob: 0034 89804940

LEGAL NOTICES

No. 192/96 of 1997
IN THE HIGH COURT OF JUSTICE
CHANCERY DIVISION
COMPANIES COURT

IN THE MATTER OF TOTAL OFFICE GROUP PLC

AND IN THE MATTER OF THE COMPANIES ACT 1985

NOTICE IS HEREBY GIVEN that a meeting was on 16 June 1997 convened for the confirmation of a reduction of the share capital of £1,454,523 to £1,340,522.50, reduction of Share Premium Account of the Company by £15,875 and cancellation of the entire Capital Reserve Account of the Company being an amount of £1,729,994.50.

AND NOTICE IS FURTHER GIVEN that the said Petition is directed to be heard before the Registrar of the Companies Court at the Royal Courts of Justice, Strand, London WC2A 2LL on 23rd July 1997.

Any creditor or shareholder of the Company is invited to attend the hearing of the application for the confirmation of the said reduction of share capital, reduction of the Share Premium Account and cancellation of the Capital Reserve Account of the Company being an amount of £1,729,994.50.

NOTICE IS HEREBY GIVEN that the said Petition is directed to be heard before the Registrar of the Companies Court at the Royal Courts of Justice, Strand, London WC2A 2LL on 23rd July 1997.

Any creditor or shareholder of the Company is invited to attend the hearing of the application for the confirmation of the said reduction of share capital, reduction of the Share Premium Account and cancellation of the Capital Reserve Account of the Company being an amount of £1,729,994.50.

NOTICE IS HEREBY GIVEN that the said Petition is directed to be heard before the Registrar of the Companies Court at the Royal Courts of Justice, Strand, London WC2A 2LL on 23rd July 1997.

Any creditor or shareholder of the Company is invited to attend the hearing of the application for the confirmation of the said reduction of share capital, reduction of the Share Premium Account and cancellation of the Capital Reserve Account of the Company being an amount of £1,729,994.50.

NOTICE IS HEREBY GIVEN that the said Petition is directed to be heard before the Registrar of the Companies Court at the Royal Courts of Justice, Strand, London WC2A 2LL on 23rd July 1997.

Any creditor or shareholder of the Company is invited to attend the hearing of the application for the confirmation of the said reduction of share capital, reduction of the Share Premium Account and cancellation of the Capital Reserve Account of the Company being an amount of £1,729,994.50.

NOTICE IS HEREBY GIVEN that the said Petition is directed to be heard before the Registrar of the Companies Court at the Royal Courts of Justice, Strand, London WC2A 2LL on 23rd July 1997.

Any creditor or shareholder of the Company is invited to attend the hearing of the application for the confirmation of the said reduction of share capital, reduction of the Share Premium Account and cancellation of the Capital Reserve Account of the Company being an amount of £1,729,994.50.

NOTICE IS HEREBY GIVEN that the said Petition is directed to be heard before the Registrar of the Companies Court at the Royal Courts of Justice, Strand, London WC2A 2LL on 23rd July 1997.

Any creditor or shareholder of the Company is invited to attend the hearing of the application for the confirmation of the said reduction of share capital, reduction of the Share Premium Account and cancellation of the Capital Reserve Account of the Company being an amount of £1,729,994.50.

NOTICE IS HEREBY GIVEN that the said Petition is directed to be heard before the Registrar of the Companies Court at the Royal Courts of Justice, Strand, London WC2A 2LL on 23rd July 1997.

Any creditor or shareholder of the Company is invited to attend the hearing of the application for the confirmation of the said reduction of share capital, reduction of the Share Premium Account and cancellation of the Capital Reserve Account of the Company being an amount of £1,729,994.50.

NOTICE IS HEREBY GIVEN that the said Petition is directed to be heard before the Registrar of the Companies Court at the Royal Courts of Justice, Strand, London WC2A 2LL on 23rd July 1997.

Any creditor or shareholder of the Company is invited to attend the hearing of the application for the confirmation of the said reduction of share capital, reduction of the Share Premium Account and cancellation of the Capital Reserve Account of the Company being an amount of £1,729,994.50.

NOTICE IS HEREBY GIVEN that the said Petition is directed to be heard before the Registrar of the Companies Court at the Royal Courts of Justice, Strand, London WC2A 2LL on 23rd July 1997.

Any creditor or shareholder of the Company is invited to attend the hearing of the application for the confirmation of the said reduction of share capital, reduction of the Share Premium Account and cancellation of the Capital Reserve Account of the Company being an amount of £1,729,994.50.

NOTICE IS HEREBY GIVEN that the said Petition is directed to be heard before the Registrar of the Companies Court at the Royal Courts of Justice, Strand, London WC2A 2LL on 23rd July 1997.

Any creditor or shareholder of the Company is invited to attend the hearing of the application for the confirmation of the said reduction of share capital, reduction of the Share Premium Account and cancellation of the Capital Reserve Account of the Company being an amount of £1,729,994.50.

NOTICE IS HEREBY GIVEN that the said Petition is directed to be heard before the Registrar of the Companies Court at the Royal Courts of Justice, Strand, London WC2A 2LL on 23rd July 1997.

Any creditor or shareholder of the Company is invited to attend the hearing of the application for the confirmation of the said reduction of share capital, reduction of the Share Premium Account and cancellation of the Capital Reserve Account of the Company being an amount of £1,729,994.50.

CURRENCIES AND MONEY

D-Mark defies UK rate increase

MARKETS REPORT

By Simon Kuper and Greta Steyn

The D-Mark rose yesterday after Mr Hans Tietmeyer, Bundesbank president, said the currency's two-year fall was over, and after the UK raised base rates by less than some economists had forecast.

Mr Tietmeyer said the dollar's advance against the D-Mark was now over. "We will naturally watch the developments in markets," he said. "You can be sure that it is important for us that the D-Mark remains a strong currency, and that we enter the euro as a strong currency." He said the D-Mark "strongly reflects the UK's domestic situation".

The pound, buoyed since August by high UK interest rates, fell yesterday after the Bank of England raised base

rates by 25 basis points to 6.75 per cent following its two-day monetary policy committee meeting. The increase came even though the committee said it was concerned about sterling's strength. The money market is pricing in another 25 basis point rate rise by September.

The pound retreated 1.4 pence to close in London at DM1.958 to the D-Mark, partly because some in the market had expected a 50 basis point rise. The dollar fell 11 pence against the D-Mark to DM1.761, but firmed slightly against the yen to Y112.1. Strategists said the dollar had suffered from its failure this week to break through highs set in February 1994.

A Dutch rate rise, reviving

■ POUND IN NEW YORK

Jul 10	Closing mid-point	Change day	Bid/offer spread	Day's Mid low	One month	Three months	One year	JP Morgan Rate %PA	Bank of England Index
1st	1.6074	-0.0022	846 908	1.6042 1.6072	20.7405	3.1	20.0278	3.2 1.6022	9.2
2nd	1.6055	-0.0027	829 855	1.6040 1.6060	20.6988	5.5	20.0198	3.2 1.6078	10.7
3rd	1.6048	-0.0033	826 853	1.6031 1.6051	21.2298	3.4	19.9721	3.4 1.6044	10.4
4th	1.6041	-0.0032	820 854	1.6021 1.6041	21.1855	3.4	19.9721	3.4 1.6044	10.4
5th	1.6037	-0.0038	810 947	1.6020 1.6030	21.0728	3.5	19.9741	3.5 1.6037	10.4
6th	1.6030	-0.0037	807 950	1.6005 1.6025	20.9754	4.0	19.9000	3.8 1.6029	10.4
7th	1.6025	-0.0042	841 959	1.6017 1.6027	20.9167	3.8	19.9207	3.8 1.6042	10.4
8th	1.6020	-0.0044	827 959	1.6017 1.6027	20.8763	5.5	19.8707	3.8 1.6020	10.5
9th	1.6017	-0.0044	820 959	1.6017 1.6027	20.8478	3.0	19.8400	3.8 1.6017	10.5
10th	1.6013	-0.0045	811 959	1.6008 1.6018	20.8183	3.5	19.8100	3.8 1.6013	10.5
11th	1.6008	-0.0045	829 959	1.6003 1.6013	20.7898	3.1	19.7800	3.8 1.6008	10.5
12th	1.6003	-0.0045	829 959	1.6003 1.6013	20.7603	3.7	19.7500	3.8 1.6003	10.5
13th	1.6000	-0.0045	829 959	1.6000 1.6010	20.7308	3.7	19.7200	3.8 1.6000	10.5
14th	1.5998	-0.0045	829 959	1.6000 1.6010	20.7013	3.7	19.6900	3.8 1.6000	10.5
15th	1.5995	-0.0045	829 959	1.6000 1.6010	20.6718	3.7	19.6600	3.8 1.6000	10.5
16th	1.5992	-0.0045	829 959	1.6000 1.6010	20.6423	3.7	19.6300	3.8 1.6000	10.5
17th	1.5989	-0.0045	829 959	1.6000 1.6010	20.6128	3.7	19.6000	3.8 1.6000	10.5
18th	1.5986	-0.0045	829 959	1.6000 1.6010	20.5833	3.7	19.5700	3.8 1.6000	10.5
19th	1.5983	-0.0045	829 959	1.6000 1.6010	20.5538	3.7	19.5400	3.8 1.6000	10.5
20th	1.5980	-0.0045	829 959	1.6000 1.6010	20.5243	3.7	19.5100	3.8 1.6000	10.5
21st	1.5977	-0.0045	829 959	1.6000 1.6010	20.4948	3.7	19.4800	3.8 1.6000	10.5
22nd	1.5974	-0.0045	829 959	1.6000 1.6010	20.4653	3.7	19.4500	3.8 1.6000	10.5
23rd	1.5971	-0.0045	829 959	1.6000 1.6010	20.4358	3.7	19.4200	3.8 1.6000	10.5
24th	1.5968	-0.0045	829 959	1.6000 1.6010	20.4063	3.7	19.3900	3.8 1.6000	10.5
25th	1.5965	-0.0045	829 959	1.6000 1.6010	20.3768	3.7	19.3600	3.8 1.6000	10.5
26th	1.5962	-0.0045	829 959	1.6000 1.6010	20.3473	3.7	19.3300	3.8 1.6000	10.5
27th	1.5959	-0.0045	829 959	1.6000 1.6010	20.3178	3.7	19.3000	3.8 1.6000	10.5
28th	1.5956	-0.0045	829 959	1.6000 1.6010	20.2883	3.7	19.2700	3.8 1.6000	10.5
29th	1.5953	-0.0045	829 959	1.6000 1.6010	20.2588	3.7	19.2400	3.8 1.6000	10.5
30th	1.5950	-0.0045	829 959	1.6000 1.6010	20.2293	3.7	19.2100	3.8 1.6000	10.5
31st	1.5947	-0.0045	829 959	1.6000 1.6010	20.1998	3.7	19.1800	3.8 1.6000	10.5
1st	1.5944	-0.0045	829 959	1.6000 1.6010	20.1703	3.7	19.1500	3.8 1.6000	10.5
2nd	1.5941	-0.0045	829 959	1.6000 1.6010	20.1408	3.7	19.1200	3.8 1.6000	10.5
3rd	1.5938	-0.0045	829 959	1.6000 1.6010	20.1113	3.7	19.0900	3.8 1.6000	10.5
4th	1.5935	-0.0045	829 959	1.6000 1.6010	20.0818	3.7	19.0600	3.8 1.6000	10.5
5th	1.5932	-0.0045	829 959	1.6000 1.6010	20.0523	3.7	19.0300	3.8 1.6000	10.5
6th	1.5929	-0.0045	829 959	1.6000 1.6010	20.0228	3.7	19.0000	3.8 1.6000	10.5
7th	1.5926	-0.0045	829 959	1.6000 1.6010	19.9923	3.7	18.9700	3.8 1.6000	10.5
8th	1.5923	-0.0045	829 959	1.6000 1.6010	19.9628	3.7	18.9400	3.8 1.6000	10.5
9th	1.5920	-0.0045	829 959	1.6000 1.6010	19.9333	3.7	18.9100	3.8 1.6000	10.5
10th	1.5917	-0.0045	829 959	1.6000 1.6010	19.9038	3.7	18.8800	3.8 1.6000	10.5
11th	1.5914	-0.0045	829 959	1.6000 1.6010	19.8743	3.7	18.8500	3.8 1.6000	10.5
12th	1.5911	-0.0045	829 959	1.6000 1.6010	19.8448	3.7	18.8200	3.8 1.6000	10.5
13th	1.5908	-0.0045	829 959	1.6000 1.6010	19.8153	3.7	18.7900	3.8 1.6000	10.5
14th	1.5905	-0.0045	829 959	1.6000 1.6010	19.7858	3.7	18.7600	3.8 1.6000	10.5
15th	1.5902	-0.0045	829 959	1.6000 1.6010	19.7563	3.7	18.7300	3.8 1.6000	10.5
16th	1.5900	-0.0045	829 959	1.6000 1.6010	19.7268	3.7	18.7000	3.8 1.6000	10.5
17th	1.5897	-0.0045	829 959	1.6000 1.6010	19.6973	3.7	18.6700	3.8 1.6000	10.5
18th	1.5894	-0.0045	829 959	1.6000 1.6010	19.6678	3.7	18.6400	3.8 1.6000	10.5
19th	1.5891	-0.0045	829 959	1.6000 1.6010	19.6383	3.7	18.6100	3.8 1.6000	10.5
20th	1.5888	-0.0045	829 959	1.6000 1.6010	19.6078	3.7	18.5800	3.8 1.6000	10.5
21st	1.5885	-0.0045	829 959	1.6000 1.6010	19.5773	3.7	18.5500	3.8 1.6000	10.5
22nd	1.5882	-0.0045	829 959	1.6000 1.6010	19.5468	3.7	18.5200	3.8 1.6000	10.5
23rd	1.5879	-0.0045	829 959	1.6000 1.6010	19.5163	3.7	18.4900	3.8 1.6000	10.5
24th	1.5876	-0.0045	829 959	1.6000 1.6010	19.4858	3.7	18.4600	3.8 1.6000	10.5
25th	1.5873	-0.0045	829 959	1.6000 1.6010	19.4553	3.7	18.4300	3.8 1.6000	10.5
26th	1.5870	-0.0045	829 959	1.6000 1.6010	19.4248	3.7	18.4000	3.8 1.6000	10.5
27th	1.5867	-0.0045	829 959	1.6000 1.6010	19.3943	3.7	18.3700	3.8 1.600	

COMMODITIES AND AGRICULTURE

Gold prices firm but fresh weakness seen

By Deborah Hargreaves

Gold prices have consolidated slightly in the past couple of days following a \$14-per-troy-ounce drop triggered by news last week that Australia's central bank had sold two-thirds of its reserves.

But the market remains tense with analysts predicting more weakness to come. If other central banks follow Australia's lead and sell off reserves, a downturn in the gold market could turn into a rout.

Many central banks had already been looking at how much gold they hold. Belgium, the Netherlands and Canada have sold some of their reserves, Switzerland and Portugal have said they could sell.

The US Federal Reserve Bank issued a recent technical discussion paper entitled "Can government gold be put to better use?" Its conclusion is that governments have no need to hold gold as

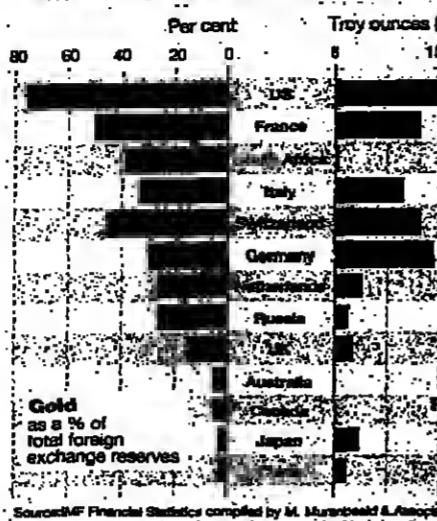
part of their foreign exchange reserves.

Sales by European central banks have in the past been brushed off by traders as governments preparing for Euro next year. But Australia, as an important producer, was expected to support the gold price.

"These sales cannot be brushed off any longer - they reveal a profound change of heart among central banks over how they view gold," said Mr Andy Smith, precious metals analyst at UBS in London. "It looks as if they are taking a more hard-headed, cold-hearted view of gold, which can only be bad for the price."

Central banks' holdings of gold vary enormously. The US holds 73 per cent of its foreign exchange reserves as gold - 261.75m troy oz - most big European countries hold about 15 per cent of their reserves as gold, and Japan and China less than 4 per cent.

Central Bank gold reserves



M. Murebeeld & Assoc., Canadian gold consultants, estimates that if most countries were to cut their holdings of gold to 10 per cent, that would release 618m troy oz on to the mar-

ket. That is almost the same as eight years' new mine supply.

The consultants' "Gold Monitor" calculates that central bank sales could run at a rate of up to 650 tonnes a year for 10 years.

1950, with the exception of 1967 when the Gold Pool was breaking down, "the market says.

Mr Smith believes the price slump in the gold market is similar to the demonetisation of silver a century ago. At one time, silver underpinned 80 per cent of the world's currencies, but silver lost virtually all of its monetary value over 10 years.

If this happens in the gold market, the price will plunge. Mr Smith suggests an orderly exit for central banks which want to sell. They could co-operate in a similar way to the large US cigarette companies which have offered a settlement for tobacco litigation.

"If official co-operation really is that much better than it was a century ago, can't gold auctions be organised to allow weak long-term banks an exit, define damage liability and offer gold investors a reason to re-enter the market?" he asks.

COMMODITIES NEWS DIGEST

EU set-aside rate held at 5%

The European Commission has proposed that the rate of set-aside, or compulsorily uncultivated arable land, should be maintained next year at 5 per cent. European Union ministers called for the 5 per cent rate to be maintained when they agreed the annual farm price package in Luxembourg last month. But the Commission did not want to propose the rate until it had indications of the size of this year's harvest.

Grain farmers must leave a certain proportion of land uncultivated to qualify for EU subsidies. The standard rate was fixed at 17.5 per cent after agricultural reform in 1992, but low levels of stocks have enabled it to be reduced to 5 per cent - equivalent to about 2m hectares.

The Commission said this year's EU harvest was forecast 20m tonnes - slightly down from last year's record 20.1m. Cereal stocks remained low, it added, because the 1996 harvest only partly rebuilt stocks after poor weather in 1994 and 1995. With consumption and exports expected to rise, the Commission was confident 95 per cent of land could be left in production without building up excessive stocks.

Brussels expected to propose next week that the standard set-aside rate be reduced to zero in the forthcoming shake-up of the common agricultural policy. Documents it will submit to the European Parliament forecast that harvests will rise to 21.4m tonnes by 2005. But Mr Franz Fischer, farm commissioner, wants to cut cereal support prices by 20 per cent, so bringing EU prices closer to world levels and allowing it to export more grain.

Neil Buckley, Brussels

■ NICKEL

KWG to complete Cuba project

Montreal-based KWG Resources has won a bidding contest to complete a three-quarters built nickel project in Cuba. KWG's proposal also includes construction of a nickel refinery in Canada. The combined cost of the mine and refinery is estimated at US\$300m, with production due to start in July 1998.

The project will be a joint venture between KWG and Commercial Caribbean, a Cuban government agency. Other bidders are understood to have included Gencor, the South African mining group.

The mine is located in Cuyep, 1,000km south-east of Havana, and about 85km from the existing Moa nickel mine operated by Sheritt International, the Toronto-based group whose activities in Cuba have run foul of the US Helms-Burton law.

Helms-Burton provides for sanctions against foreign investors using expropriated assets in Cuba claimed by US companies. KWG and Commercial Caribbean said they were confident that the Cuyep project "will not be subject to any third party claims".

Cuyep is estimated to contain 22m tonnes of proven and 85m tonnes of probable reserves. Annual output is expected to reach 20,000 tonnes of nickel and 1,400 tonnes of cobalt for 25 years.

The site of the refinery has not yet been chosen.

Bernard Simon, Toronto

Crude slides on news of German sale plan

MARKETS REPORT

By Michael Peel

Crude oil dipped yesterday on news that the German government planned to sell some of its strategic reserves.

Brent crude for August delivery finished down 26 cents at \$17.95 after short covering allowed it to recover from a low of \$17.65.

The initial slump came after German government sources said Bonn expected to raise DM400m (\$227m) in the next 18 months on reserve sales.

Industry sources suggested this would release at least 75,000 barrels a day to the market for the rest of the year.

"This has been rumoured

for some time in the German press, so it's not terribly new," said one analyst. "But it's still the occasion for a little bit of selling."

Refining margins have been squeezed in early part of this year as product stocks have risen and consumer demand has been low.

"Refiners have backed off as the market is fairly well supplied," said another analyst. "It will take a few weeks to get back to anything like normal refining margins."

Nickel stocks rose as shipments arrived in Europe from Russia. The metal finished down \$25 at \$6.760 a tonne.

Copper stocks rose by 2,000 tonnes through from Comex to London Metal Exchange Warehouses, but the metal

Standstill threatened at Portuguese mine

By Peter Wise in Lisbon

Production at the biggest copper mine in the European Union, Neves Corvo in southern Portugal, will be brought to a standstill if miners continue a strike into next week, Somincor, the mining company, warned yesterday.

Talks between unions and Somincor, 49 per cent owned by Rio Tinto, the London-based mining company, failed to make headway in resolving the dispute over the introduction of Sunday working. State-controlled Empresa de Desenvolvimento Mineiro holds the remaining 51 per cent.

Production has already been severely affected by the strike, which enters its fifth day today, and will be halted altogether if the protest continues, Somincor said. About 500 of the 1,000 workers at the mine have joined the strike unions said.

Strikers have been picketing the mine, hampering ore shipments and delivery of supplies, and about 300 miners travelled to Lisbon yesterday to protest outside Somincor's head office and the economy ministry.

The company says the mine needs to work seven days a week to keep production costs competitive as the quality of ore diminishes.

Last year, Somincor mined 1.92m tonnes of ore to produce 107,200 tonnes of copper concentrate, an intermediate product, and 6,200 tonnes of copper concentrate.

Production has already been severely affected by the strike, which enters its fifth day today, and will be halted altogether if the protest continues, Somincor said. About 500 of the 1,000 workers at the mine have joined the strike unions said.

Strikers have been picketing the mine, hampering ore shipments and delivery of supplies, and about 300 miners travelled to Lisbon yesterday to protest outside Somincor's head office and the economy ministry.

The company says the mine needs to work seven days a week to keep production costs competitive as the quality of ore diminishes.

Last year, Somincor mined 1.92m tonnes of ore to produce 107,200 tonnes of copper concentrate, an intermediate product, and 6,200 tonnes of copper concentrate.

Production has already been severely affected by the strike, which enters its fifth day today, and will be halted altogether if the protest continues, Somincor said. About 500 of the 1,000 workers at the mine have joined the strike unions said.

Strikers have been picketing the mine, hampering ore shipments and delivery of supplies, and about 300 miners travelled to Lisbon yesterday to protest outside Somincor's head office and the economy ministry.

The company says the mine needs to work seven days a week to keep production costs competitive as the quality of ore diminishes.

Last year, Somincor mined 1.92m tonnes of ore to produce 107,200 tonnes of copper concentrate, an intermediate product, and 6,200 tonnes of copper concentrate.

Production has already been severely affected by the strike, which enters its fifth day today, and will be halted altogether if the protest continues, Somincor said. About 500 of the 1,000 workers at the mine have joined the strike unions said.

Strikers have been picketing the mine, hampering ore shipments and delivery of supplies, and about 300 miners travelled to Lisbon yesterday to protest outside Somincor's head office and the economy ministry.

The company says the mine needs to work seven days a week to keep production costs competitive as the quality of ore diminishes.

Last year, Somincor mined 1.92m tonnes of ore to produce 107,200 tonnes of copper concentrate, an intermediate product, and 6,200 tonnes of copper concentrate.

Production has already been severely affected by the strike, which enters its fifth day today, and will be halted altogether if the protest continues, Somincor said. About 500 of the 1,000 workers at the mine have joined the strike unions said.

Strikers have been picketing the mine, hampering ore shipments and delivery of supplies, and about 300 miners travelled to Lisbon yesterday to protest outside Somincor's head office and the economy ministry.

The company says the mine needs to work seven days a week to keep production costs competitive as the quality of ore diminishes.

Last year, Somincor mined 1.92m tonnes of ore to produce 107,200 tonnes of copper concentrate, an intermediate product, and 6,200 tonnes of copper concentrate.

Production has already been severely affected by the strike, which enters its fifth day today, and will be halted altogether if the protest continues, Somincor said. About 500 of the 1,000 workers at the mine have joined the strike unions said.

Strikers have been picketing the mine, hampering ore shipments and delivery of supplies, and about 300 miners travelled to Lisbon yesterday to protest outside Somincor's head office and the economy ministry.

The company says the mine needs to work seven days a week to keep production costs competitive as the quality of ore diminishes.

Last year, Somincor mined 1.92m tonnes of ore to produce 107,200 tonnes of copper concentrate, an intermediate product, and 6,200 tonnes of copper concentrate.

Production has already been severely affected by the strike, which enters its fifth day today, and will be halted altogether if the protest continues, Somincor said. About 500 of the 1,000 workers at the mine have joined the strike unions said.

Strikers have been picketing the mine, hampering ore shipments and delivery of supplies, and about 300 miners travelled to Lisbon yesterday to protest outside Somincor's head office and the economy ministry.

The company says the mine needs to work seven days a week to keep production costs competitive as the quality of ore diminishes.

Last year, Somincor mined 1.92m tonnes of ore to produce 107,200 tonnes of copper concentrate, an intermediate product, and 6,200 tonnes of copper concentrate.

Production has already been severely affected by the strike, which enters its fifth day today, and will be halted altogether if the protest continues, Somincor said. About 500 of the 1,000 workers at the mine have joined the strike unions said.

Strikers have been picketing the mine, hampering ore shipments and delivery of supplies, and about 300 miners travelled to Lisbon yesterday to protest outside Somincor's head office and the economy ministry.

The company says the mine needs to work seven days a week to keep production costs competitive as the quality of ore diminishes.

Last year, Somincor mined 1.92m tonnes of ore to produce 107,200 tonnes of copper concentrate, an intermediate product, and 6,200 tonnes of copper concentrate.

Production has already been severely affected by the strike, which enters its fifth day today, and will be halted altogether if the protest continues, Somincor said. About 500 of the 1,000 workers at the mine have joined the strike unions said.

Strikers have been picketing the mine, hampering ore shipments and delivery of supplies, and about 300 miners travelled to Lisbon yesterday to protest outside Somincor's head office and the economy ministry.

The company says the mine needs to work seven days a week to keep production costs competitive as the quality of ore diminishes.

Last year, Somincor mined 1.92m tonnes of ore to produce 107,200 tonnes of copper concentrate, an intermediate product, and 6,200 tonnes of copper concentrate.

Production has already been severely affected by the strike, which enters its fifth day today, and will be halted altogether if the protest continues, Somincor said. About 500 of the 1,000 workers at the mine have joined the strike unions said.

Strikers have been picketing the mine, hampering ore shipments and delivery of supplies, and about 300 miners travelled to Lisbon yesterday to protest outside Somincor's head office and the economy ministry.

The company says the mine needs to work seven days a week to keep production costs competitive as the quality of ore diminishes.

Last year, Somincor mined 1.92m tonnes of ore to produce 107,200 tonnes of copper concentrate, an intermediate product, and 6,200 tonnes of copper concentrate.

Production has already been severely affected by the strike, which enters its fifth day today, and will be halted altogether if the protest continues, Somincor said. About 500 of the 1,000 workers at the mine have joined the strike unions said.

Strikers have been picketing the mine, hampering ore shipments and delivery of supplies, and about 300 miners travelled to Lisbon yesterday to protest outside Somincor's head office and the economy ministry.

The company says the mine needs to work seven days a week to keep production costs competitive as the quality of ore diminishes.

Last year, Somincor mined 1.92m tonnes of ore to produce 107,200 tonnes of copper concentrate, an intermediate product, and 6,200 tonnes of copper concentrate.

Production has already been severely affected by the strike, which enters its fifth day today, and will be halted altogether if the protest continues, Somincor said. About 500 of the 1,000 workers at the mine have joined the strike unions said.

Strikers have been picketing the mine, hampering ore shipments and delivery of supplies, and about 300 miners travelled to Lisbon yesterday to protest outside Somincor's head office and the economy ministry.

The company says the mine needs to work seven days a week to keep production costs competitive as the quality of ore diminishes.

Last year, Somincor mined 1.92m tonnes of ore to produce 107,200 tonnes of copper concentrate, an intermediate product, and 6,200 tonnes of copper concentrate.

Production has already been severely affected by the strike, which enters its fifth day today, and will be halted altogether if the protest continues, Somincor said. About 500 of the 1,000 workers at the mine have joined the strike unions said.

Strikers have been picketing the mine, hampering ore shipments and delivery of supplies, and about 300 miners travelled to Lisbon yesterday to protest outside Somincor's head office and the economy ministry.

The company says the mine needs to work seven days a week to keep production costs competitive as the quality of ore diminishes.

Last year, Somincor mined 1.92m tonnes of ore to produce 107,200 tonnes of copper concentrate, an intermediate product, and 6,200 tonnes of copper concentrate.

Production has already been severely affected by the strike, which enters its fifth day today, and will be halted altogether if the protest continues, Somincor said. About 500 of the 1,000 workers at the mine have joined the strike unions said.</p

GLOBAL CUSTODY

It is estimated that \$40,000bn of assets is under custody worldwide and the total is likely to grow to \$50,000bn, says William Lewis

The big get bigger as the sector grows

Global custodians, who for years have had to bear the brunt of jokes about the dullness of their jobs, are now hot property. Theirs is now a multi-trillion-dollar industry dominated by talk of takeovers, product growth and cut-throat price competition.

Custody has developed into areas far removed from the industry's roots as the safekeeper of clients' securities. Custodians still carry out settlement and safekeeping, but are focusing increasingly on offering clients a range of other value-added services. These include investment accounting, cash management and treasury services, performance measurement and securities lending.

As a result broad definitions of custody are now commonplace. Mr Simon Murray, a partner of Thomas Murray, the global custody consultancy, defines custody as "what happens after the decision to buy or sell securities is taken by the client". Others now use the term Securities Services to describe the industry.

For many of the largest banks and institutions in Europe and the US, it has become an important business, with the constant income stream an attraction as a counterbalance to volatile investment banking earnings. "As far as we are concerned global custody is a business with prospects which we want to be in," says Mr Robert Garland,

managing director and head of Morgan Stanley Services.

Industry leaders, in many cases responsible for assets worth more than \$1,000bn, have begun to emerge publicly as personalities. For example, when Chase Manhattan, the biggest US bank and largest global custody operation with \$3,800bn of assets under custody, announced the resignation of Ms Vivian Banta Eversole, one of the industry's most senior figures, it made headline news.

But alongside the industry's growth has come the issue of managing costs and, in particular, the question of how to cope with clients demanding additional services for no additional fees. The industry's gross revenues are estimated at \$10 billion annually, but a turn of just two basis points on the volume of assets under custody is said to be common.

As institutional shareholders have increased their overseas holdings, custodians have been forced to put systems in place to deal with new markets.

Such demands have led banks to ask themselves whether they are prepared to keep on spending tens of millions of dollars each year on the technological innovation necessary to keep up with the demands of clients.

With margins particularly low in the core custody functions of record-keeping, settlement and dividend collection, many have answered



No, fuelling a consolidation process in the global custody industry.

Indeed, the wave of mergers and withdrawals from the business in recent years has led leading custodians to suggest that by the end of the decade the industry will be dominated by no more than a handful of very large operators, with a small number of niche competitors in certain geographic regions.

"The number of global custodians is set to reduce to an even smaller number," says Mr Richard Farina, execu-

tive vice-president of Chase and head of global investor services. "We will be left with no more than four major custodians globally," he says.

Mr Garland of Morgan Stanley, the seventh largest global custodian, agrees.

"My own judgment is that in five years' time there are going to be fewer than half a dozen serious global custody providers."

It will be driven as much by further exits from the business as by further consolidation at the more general financial services company level," says Mr Garland.

The few that appear to be

prepared to pay the cost to continue as global operators include Chase, Bank of New York, State Street and Citicorp. This is not to say that there is no future in the industry for smaller operators. As custody moves away from being just a settlement and safekeeping business, niche businesses are likely to benefit.

"If you have a well-managed network of sub-custodians and you keep close contact with the client, your custody can work round his business strategy rather

than the other way round," says Mr Gary Lloyd Reece, director of operations for Royal Trust Corporation, one of the smaller global custodians.

Analysts say that the trick is to avoid being caught in the middle ground between being a niche and global operator. "Do one or the other but don't get caught spending millions on your systems with little chance of pulling in the necessary level of business in order to exploit the economies of scale available," says one industry analyst.

Those that have decided to pull out include J.P. Morgan, National Westminster Bank and Barclays, which sold its global custody business to Morgan Stanley. Outsourcing of custody has also become more common with the Prudential Corporation having agreed to outsource the custody arrangements of its London clients.

Over the past two years Bank of New York has made a string of large custody-related acquisitions, buying the securities processing businesses of J.P. Morgan, BankAmerica and Wells Fargo.

However, earlier this year a new trend emerged when the Bank of New York made what was perceived in the industry as an aggressive move against a fellow global custodian.

In January, the Bank of New York announced that it was seeking regulatory approval to increase its stake in State Street from 4.99 per cent to 9.99 per cent.

State Street specialises in securities processing and global custody, a similar mix of business to Bank of New York's. They are already two of the largest global custodians in the US, and while State Street is insistent that it wants to maintain its independence, analysts say that a merged company could dominate the industry.

However, the strategy of expansion by acquisition which most of the global aspirants are set on is far from risk-proof. Long-standing customers of one custodian can prove difficult to convince that they should

move their business to new providers.

These problems aside, those that remain in the industry are convinced that the growth prospects are promising. Estimates vary about the size of the industry, but Mr Jürgen Marzinkowski, global head of custody services for Deutsche Bank, estimates that \$40,000bn of assets is under custody worldwide, including cross-border assets of \$7,000bn. That total could grow to \$50,000bn by 2000, including \$12,000-worth of cross-border assets.

The switch in Europe towards funded pensions, together with the continued growth of overseas investment by fund managers in the US and other developed markets, leads to forecasts of rapid growth.

"The sheer volume of international investment is going like crazy. Custody has become more important because there is more investment overseas," said Mr Robert Binney, Citibank's head of worldwide securities business in Europe.

Growth is also likely to come through providing customers with further value-added services. As cross-border securities transactions expand, securities lending and borrowing are seen by custodians as areas of potential growth.

"We are wanting to stay in the back office but also move into the front offices," says Mr Michael Grass, managing director and head of global custody for Morgan Stanley in Europe.

Nevertheless, in the run up to 2000, custodians concede that they are as likely to find their focus switched to more mundane matters.

Regulatory concerns, heightened by the Maxwell pension scandal in the UK, have resulted in new rules for custodians in the UK, while compliance with European and economic monetary union looms as a principal issue for all firms.

Making sure that systems are changed adequately will become another expense for custodians to incur over as the industry continues to consolidate.

WORLDWIDE SECURITIES PROCESSING SERVICES

If you're not convinced
we're committed
to Custody.

maybe \$3 trillion → (\$3,000,000,000,000.00)
will change your mind.

lending. All designed to enhance
your portfolio and provide even
faster, smarter, more meaningful
information. Isn't that what you
ultimately look for in a custodian?
We've got \$3 trillion that says you'll
find it at The Bank of New York.



We hold trillions of dollars in custody assets. Earning that trust takes commitment to the future. Because custody is a business of information that depends on rapidly advancing technology to meet demands for accuracy.

and timeliness. So we're investing hundreds of millions in the best people and technology. Expanding our network to cover the world. And integrating services like cash management, foreign exchange, performance analytics and securities

THE BANK OF NEW YORK

The
Bank
of
New Ideas.

CROSSWORD



2 GLOBAL CUSTODY

EUROPEAN MONETARY UNION • by Michael Prest

Consolidation accelerator

Emu is likely to increase investment between EU members

Like others in the financial industry, custodians are ambivalent about European economic and monetary union. On the one hand, many believe a single currency will open up huge new business opportunities. On the other hand, taking advantage of the opportunities will be difficult, and quite a few custodians will probably fall by the wayside.

Emu's main strategic consequence for global custodians will be to accelerate powerful market trends. One is the growth of assets under management. Equity investment is growing more popular in many continental European countries and is likely to become more widespread as the switch to funded and private pensions gathers pace.

Removing the foreign exchange risk from cross-border investment in

Europe, turning Europe into much more of a credit risk market, and knitting the European Union economy more closely together should increase the amount of investment between EU members, especially in equities. Mr Jürgen Marziniak, global head of custody services for Deutsche Bank, estimates that a third or more of the growth in assets under custody will come from Europe.

Several developments follow. A pan-European move towards real time cash settlement is expected. Clients will expect their custodians to provide more value-added services, for example cash management, credit, and pan-European collateral. Mr Robert Binney, Citibank's head of worldwide securities business in Europe, thinks that remote clearing and remote membership of stock exchanges will be more common. Target, the planned link between the European Central Bank and national settlement systems, will accentuate that development.

A second, related, trend is

towards consolidation within the global custody business.

A bigger volume of assets tends to mean bigger companies to look after them. The number of banks and others offering global custody has been falling, but the further erosion of barriers between EU members is expected to accelerate the process.

Some experts believe that five years from now there will be only a handful of European institutions in the business. Apart from a few big banks such as Deutsche Bank, Paribas, ABN-Amro, and two or three British banks, the survivors could include the national clearing houses such as Deutsche Kasserverein in Germany, Slovian in France, and Crest in the UK and perhaps the International securities clearing organisations such as Cedel and Euroclear.

This is far from saying, however, that Europeans will dominate the business. The world's biggest economy, with potentially the world's biggest securities market, will attract non-European competitors. US custodians will attack this mar-

ket," warns Mr Marziniak of Deutsche Bank.

Mr Jeffrey Smith, a managing director at Chase Manhattan Bank in London, said his company is one of the biggest custodians of European equity assets. Mr Smith said: "We've seen good growth in Europe over the years. We're looking for the European fund managers, insurance companies and pension funds."

Chase employs 700 people at its global processing centre in Bournemouth, England. Similarly, Citibank is concentrating its European time-zone global custody operations in Dublin. Mr Binney said: "Our principal back office will be in Dublin."

Morgan Stanley, the US investment bank which is the only investment bank left in the global custody business, is also confident of its ability to compete in Europe.

Morgan Stanley's custody business was a natural extension of its securities operations, explains Mr Michael Grass, the bank's head of global custody for

Europe. He believes that the emergence of a truly European securities market will place more of a premium on skills, which can only be delivered by a global securities house with a custody business backed by substantial technology.

The company is proud of its information systems, the heart of any bank's custody business. Mr Dick Taggart, Morgan Stanley's head of global custody operations worldwide, said: "We have a very rich set of information we provide for our clients. We're in good shape for Europe from a planning point of view."

But not everyone accepts



Jeffrey Smith (left); good growth in Europe for Chase Manhattan over the years. Dick Vesey (right); his

dread is having to run two parallel books, one in the old currencies and one in the euro

details of settlement, how redenomination will be done.

His dread is having to run

two parallel books, one in the old currencies and the other in euro. These annoying details do not in themselves alter the long-term nature of custody in Europe.

But making sure that systems are changed adequately and in time will be expensive.

For custodians this is the price of staying in the European business. There is no guarantee, however, that the trends which Emu promises to intensify will make the price worth paying.

VALUE-ADDED PRODUCTS • by Christine Moir

Simply doing the right thing

Competition is leading custodians to offer a wider range of products

One senior international banker in London describes the job of providing safe custody for clients' assets as "doing a number of simple things right, on time, every time".

He prefers to remain anonymous, to discourage clients from driving already shrunken fees down to basic commodity level. Nor does he want to antagonise his peers who would resent him for presenting custody as a mere commodity.

A conciliatory compromise comes from Mr Jose Placido,

managing director of Global Securities Services at Royal Trust in London (Royal Trust is part of the Royal Bank of Canada and, with US\$40bn of assets under custody, is rated 10th largest global custodian).

Mr Placido accepts that custody had been regarded as a boring backroom function until a couple of years ago. However, bank consolidation since then has led to the emergence of differing strategies which have re-energised the function.

It is still – just – legal for trustees simply to lock up their assets in the office safe. Global custody is a world apart. In Mr Placido's words: "You need to invest tons of money" – mainly in technology.

Many banks have asked

themselves whether it is worth it and have decided to exit the business. Morgan Stanley, for instance, the last US investment bank to offer global custody, was catapulted into the premier league only months ago when one of Britain's richest retail banks, Barclays, quit custody and sold its business to Morgan Stanley.

However, sufficient competition still exists from regional custodians and even leading local houses for all custodians to need to persuade their clients that their particular approach "adds value".

Royal Trust, for instance, attempts to differentiate itself by concentrating on client relationships. Technology comes first, of course, to guarantee the custody. But

the technological activity must then be analysed. This, says Mr Placido, requires dialogue with the client. Royal believes its unique selling point (USP) is the detailed way in which it relates to clients.

First, it reviews the relationship every quarter. Then it provides permanent forums at which clients may evaluate the service and ask for additional products.

This approach has netted Royal Trust 45 per cent of Canada's offshore assets. In Europe, mainly in the UK, seven clients have entrusted it with US\$110bn.

Customer-driven demands have already led it into traditional treasury functions such as forex transactions and short-term cash management, in multiple currencies

where required.

Mr James Economides, managing director of global custody at Citibank, passionately denies that custody is either simple or a commodity "like the petrol with which I fill up". He is also on record as saying that Citibank does not need to add services to add value. The bank already provides all the services clients need.

Nevertheless, Citibank, too, is positioning itself so that clients can clearly differentiate it from other global custodians.

Citibank's USP, argues Mr Economides, is its vertical integration in 100 countries. Everywhere it is committed to building a full range of services in house to a common Citibank standard. "We don't want to have to rely on

the style of a small local provider in a far flung place," he says.

Instead, Citibank ties its custody – and other administrative services – into its branch network, believing that clients will recognise that all services are underpinned by its trading capacity.

Only Deutsche Bank, among the large global custodians, says Mr Economides, has the same universal banking aspirations based on branches. Even Chase and State Street, two of the top five custodians, may consider outsourcing some custody operations away from core regions.

Citibank's approach also reveals itself to be different when it comes to the services it partners to custody.

Mr Economides first singles out investment performance measurement. Managers' performance claims

are naturally best checked against the assets held. But since the New Year Citibank has entered a partnership with Mr Frank Russell, the US-based global measurer. "Frank Russell has the ability to help clients choose consultants and managers which we don't," Mr Economides explains.

At present the services can be called up at the end of each day ready for download next morning. Work is under way to see if the process can be brought forward to the beginning of the day to help prevent unauthorised trades.

To prevent turf wars with actuaries and other consultants, Mellon has recently undertaken joint ventures with, for example, the Bucks Group, a health and benefits administration business, group which has a 300-strong actuarial practice in the UK.

With US\$1,300bn in custody or administration, Mellon's layering clearly aids value to its own group.

"A Custodian that
can demonstrate
commitment
to our business?"

- Lloyds Bank Securities Services demonstrates its commitment through:
 - Increased market share by acquisition and merger
 - Continued investment in advanced technology and specialist staff
 - Development of added value facilities
 - Tailored services to provide customer prescribed solutions
 - An account team and Relationship Manager for every customer

- Assurance of the financial strength of the Lloyds TSB Group, the UK's 6th largest company
- Lloyds Bank Securities Services is committed to be the UK's quality and value for money provider of custody and trusteeship services.

To find out how please call David Watson on 0171-390 2700.

**Lloyds Bank
Securities Services**
GLOBAL CUSTODY AND UNIT TRUST TRUSTEESHIP

Lloyd's Bank Plc. 71 Lombard Street, London EC3P 3BS.
Lloyd's Bank Plc is regulated by IMRO for investment business.

Issued and approved by The Chase Manhattan Bank, which is regulated in the conduct of investment business in the UK by SFA. This announcement appears as a matter of record only.

April 1997

**HEWLETT
PACKARD**
Hewlett Packard GmbH

has selected

Chase Manhattan Bank AG

as

Global Custodian

of its

German Pension Fund

CHASE

SUB-CUSTODIANS • by Christine Moir

Quest for clear rules

Where necessary, most banks prefer to sub-contract custody to local representatives

Only a handful of international banks are in a position to safeguard investment assets on a truly global scale. Indeed, only two - Citibank and Deutsche Bank - appear to want to do so. The others, even giants such as Chase, Bankers Trust or Bank of New York, prefer to sub-contract some of the job to local or regional custodians where they themselves are not so well represented.

Traditionally, the beneficial owners of the assets or their trustees appoint one group as a master custodian and leave it to farm out elements of the global arrangements to locals as necessary. The precedent is that of correspondent banking.

In Britain, all went along swimmingly until the UK Pensions Act 1995, which has been coming into force for the past 18 months. Early this year sharp-eyed (some say "hungry-for-business") lawyers noted that the Act said that trustees should be responsible for the appointment of custodians. Did that mean they could no longer delegate the appointment of sub-custodians? Must they personally appoint every one?

Pragmatism said no. Trustees are not in a position to assess the probity and efficiency of potential local custodians in far-flung corners of the globe. Better to leave it to the master custodian which have built up local networks and are in a better position to carry out due diligence.

At a meeting in March, officials from the British department of social security (DSS) told industry representatives that it had never been the intention of the original legislation to transfer action directly to trustees, although legally they must be held ultimately responsible.

There the issue would have rested had it not been

for the newcomer among the industry bodies - the recently created Occupational Pensions Regulatory Authority (Opra). Opra has the task of enforcing pensions law and, as chief executive Ms Caroline Johnston says it, must "seek to clarify any area of greyness". Opra demanded that the DSS amend the section in the Act to erase the ambiguity that some had perceived. However, it did not intend to penalise anyone who had acted in good faith and carried out proper procedures in following the status quo.

Papers were eventually placed before Mr Frank Field, the new pensions minister, late last month and he is poised to consult the industry on the way ahead.

A fortnight into the process the odds are on a victory for pragmatism. Trustees are simply less able to vet sub-custodians than the leading international custodians.

But there may be another fly in the ointment. The relationship between master and sub-custodians is itself less than transparent. Some master custodians prefer guarantees to their ultimate clients in respect of total custody. Where they appoint truly independent sub-custodians, however, the value of those guarantees is debatable.

The National Association of Pension Funds describes most as "not worth the paper they are written on". Either the distance between the two parties means that the one is not in a position to stand as guarantor, or the guarantee is so muddled with exclusions that it has no practical application.

If the sub-custodian - as is often the case - is an associate of the master-custodian, then the client will simply look through to the master custodian for any recompense should things go wrong.

Legal authorities in most jurisdictions would likely take the same view, something which has given pause for thought among some master-custodians hitherto comfortable with appointing



Dan Wywoda: expects outsourcing to be a 10-year process, driven mostly by funds of more than £300m in size

unprofitable distraction.

It is not yet clear how Opra will react if asked to comment on an amendment which would maintain the status quo. Ms Johnston says only that Opra is a reactive rather than pro-active operation which has not, in the three months of its existence, had any sub-custodial problem brought to its attention.

The technical status of sub-custodians and who should appoint them is likely to be resolved in time for the autumn update of the Investment Managers Regulatory Organisation (Imro).

All that fund managers seek is a set of clear rules which make it transparent to clients what they should do in a given circumstance.

But there is another aspect of outplacement which is probably intrinsically indistinct. It is the question of whether investment managers should be placing out custody at all.

Traditionally, the ultimate beneficiaries of securities would appoint an investment manager for a fee, part of which would be for ensuring the safe-keeping of those assets.

Many fund managers today insist that custody is part of their core business and should not be sub-contracted. Others believe they are paid to produce superior investment performance and the custody - especially now that it is both standardised and automated - is an

unprofitable distraction.

Between the two schools of thought outplacement of custody has not made much headway in the UK. A baseline case last year was the decision by Prudential to place out the £45bn of global assets of its London clients. This was a strategic decision to concentrate solely on investment performance.

The beneficiaries were a partnership between Mellon Trust and Midland Bank, with Mellon supplying US custody and the technology to maintain an information overview and Midland offering the comfort of familiar systems for custody elsewhere in the world.

Already the partnership has taken on further administrative functions, such as providing the daily valuations of some in the business. Imro's interest in fund managers could extend to questions of due diligence and best execution by in-house custodians.

But wholly separate custody services usually slipped through the cracks between different regulators. The collapse of Barings Bank, the Maxwell pension fund affair, and concern that unregulated continental companies might take advantage of the European passport in the Investment Services Directive to offer custody services in the UK encouraged the City's watchdogs to review the position.

In 1996, the Securities and Investments Board published a consultative paper on whether custody should be an authorised activity and what standards should apply to the industry. The Treasury issued a consultation document last year, and the government agreed that custody should become an authorised business under the Financial Services Act. The amendments to the act came into force at the beginning of June.

The UK custody business

UK REGULATION • by Michael Prest

Poised in a no-man's-land

City watchdogs are due to publish detailed rules governing custody at the end of July

Custodians operating in the UK are poised in a no-man's-land between the introduction at the beginning of June of new regulations governing their business and the publication of detailed rules, expected around the end of this month.

This is the first time that the whole of the UK custody industry has been subject to regulation. Until now, custody services may have been regulated if they were part of a company's business answerable to bodies such as the Investment Management Regulation Organisation (Imro) or the Securities and Futures Authority (SFA).

For example, the SFA has regarded discretionary securities lending by custodians as an investment activity, somewhat to the annoyance of some in the business.

Imro's interest in fund managers could extend to questions of due diligence and best execution by in-house custodians.

The regulators' policy is to adapt the broad principles in their rule books to custody. Familiar tenets such as knowing the customer will apply, as will some basic operating norms such as clear segregation of asset ownership, proper record keeping, security (whether of paper or dematerialised assets), reliable reconciliation, and full reporting to customers.

Mr John Morris, who heads Citibank's UK trustee business, says: "What is likely to be required would generally form best practice among major practitioners in the business."

Here, however, is the problem. Although the process has taken two years, many custodians will want to study the fine print of the SFA and Imro rules when they are published around the end of July to see exactly how they will apply to their business. Several concerns have been identified.

One is regulatory overlap. It is in theory possible that the same asset could be subject to dual or even triple regulation. This could cause conflicting or different demands to be made on custodians. Already, for instance, there is concern that an Imro member will



David Watson: we approve of regulation of this business. It raises the status of the custody industry

have to produce reconciliations for customers every month while an SFA member will only have to produce one every six months.

Beyond that kind of detail is a more far-reaching question of how the "know-your-customer" principle can operate in practice. It is very likely that the rules will require custodians to advise their customers of the risks of doing business in overseas markets. But custodians fear that no amount of disclosure can cover all the dangers inherent in some of the more exotic emerging markets which are increasingly popular among investors.

The upshot might be that more risk is pushed down the chain, away from the investor towards the custodian. This trend is already evident, and custodians have no wish to strengthen it. If custodians are exposed to such problems as settlement and execution in unreliable places, central banks and other regulators may demand that more capital be put up against those risks, indeed, capital adequacy provisions appear in the draft rules.

A related issue for some custodians is where jurisdiction ends. It is all very well, they argue, for the regulators to require risk disclosure from custodians, but what power do either the regulators or the custodians have to enforce suitable standards in some foreign markets?

Regulators reply that they

are well aware of these issues. Discussions are going on behind the scenes between the different regulators and leading market participants to iron out as many creases as possible. Trying to reach a consensus on the purpose of reconciliation, and therefore of how frequent it need be, is one example. Some big custodians are unhappy at the prospect of having to register each lendable pool of assets in a separate nominee name.

Regulators also say that they are giving a lot of thought to the distribution of risk among investors, fund managers, trustees and custodians. They accept that there is potential for conflict between fiduciary obligations and national market differences which make full disclosure of all risks unrealistic. The rules are likely to be interpreted with considerable discretion.

Most custodians feel that extensive consultation has already removed most of the worst stumbling blocks. There is some worry about the cost of compliance, particularly of staff training and changing all the legal documentation such as agreements with customers. But there are not many companies for whom custody regulation will be novel, and most of them will be able to afford it.

Custody seems to be a rare instance of the extension of financial regulation being popular and relatively uncontroversial.

Global Custody



Which global custodian was rated* Number One by the fund management industry ?

Not surprisingly, Pictet & Cie - the Swiss bank with two centuries of experience in cross-border investment and custody services. And which today provides investors with ready access to 80 markets worldwide.

Pictet & Cie is a private partnership committed to long-term objectives rather than short-term profits. With a team of 900 banking professionals who take pride in providing a personal, responsive service.

Whose aim, above all, is to be Number One in terms of satisfied clients.



PICTET & CIE
BANKERS

Geneva . Hong Kong . London . Luxembourg . Montreal . Nassau . Singapore . Tokyo . Zurich

For more information, please call Mr. Richard Humes at (+41 22) 705.24.99

Pictet & Cie is not regulated in the United Kingdom. The protection provided by the UK regulatory system does not apply and compensation under the Investors Compensation Scheme is not available. This advertisement has been approved for issue in the United Kingdom by Pictet Asset Management UK Limited, regulated by the FSA.

© Pictet & Cie 1997 and 1998. R.M. Consultants
Global Investor Long Survey of US fund managers



In the unforgiving world of international finance, competition is intense. If you stand still, you perish. At HongkongBank, we're committed to the continued growth of our securities services. However, we know that size and strength alone are not enough in the rapidly developing markets of Asia, the ability to adapt quickly to change is equally critical to survival. So we invest continuously in all aspects of our business. For instance, we're introducing new systems in every office, right across Asia and the Middle East. Through initiatives like this we have evolved into the region's leading provider of securities services. A position that helps us help our clients thrive.

For more information, please call Hong Kong 852-2572-2999, North America 1-212-693-1865, UK 44-171-2696410, Japan 03-5705-5000



HongkongBank

The Hongkong and Shanghai Banking Corporation Limited

Member HSBC Group

Securities Services

GLOBAL CUSTODY

David Cowan interviews leading executives in the world of custody responsible for multi-billion-dollar transactions

Four star performers

Terry McCaughey

Midland Securities Services

Mr Terry McCaughey, director Midland Securities Services (MSS), London, joined the company in January 1993 from HSBC in Hong Kong, where he headed the group's securities services division. Before that, Mr McCaughey was with HSBC in Australia and his native New Zealand.

His task was to turn around a somewhat moribund custody business at MSS into the leading UK operator. Mr McCaughey argues that the task took less time than expected. "We've achieved in three years what we set out to do in 1993 as part of a five-year plan, and that has come from generic growth, not by acquiring other people's business, but by building the relationships ourselves."

In that period, Midland has raised its funds under administration from the £40bn level to the £250bn level. This was helped along by some large client wins, most notably the joint win with Mellon Bank of the \$47bn Prudential Portfolio Managers business.

Mr McCaughey notes: "What is pleasing is the recognition we have gained from the market about what we have achieved. If you look at the matrix of custody provision, we want to dominate domestic custody for domestic clients and domestic custody for foreign clients. We also want to be a large operator in foreign custody for domestic clients. What we don't want to do is provide foreign custody for foreign clients."

Mr McCaughey sees the US providers as his main competitors. "Most US providers want to do foreign custody for foreign clients, and they are foreign purely by definition of having a base in London. I have some competitive advantages against the US providers, because they drive on the wrong side of the road, and they don't always provide what the customer wants. They need to tailor their services."

Given his background in HSBC, investment banking and commercial banking, it seemed natural that Mr McCaughey should come into MSS and give it a sense of direction following the HSBC link-up.

He explains: "I came into this business because I wanted a hands-on involvement with the commercial

banking business, and not a lot has changed. I accentuate focus, strong leadership, clear objectives, not doing things because others are, not buying anything, and putting a strong orientation on people. The prerequisite for success is people focus."

David Dunlop

Royal Trust

Mr David Dunlop handles Royal Trust as a niche player in the custody market. He qualifies this by musing that, arguably, "we may become in time a global global custodian".

Mr Dunlop worked at Procter & Gamble and National Trust in Canada before joining Royal Trust. When Royal Trust was acquired by Royal Bank of Canada Mr Dunlop moved into the global securities services unit, with a remit to whip the business into shape.

Under his leadership, Royal Trust's corporate and institutional custody services have grown from C\$30bn (US\$21.50bn) in 1988 to C\$50bn today. Further growth came from the acquisition of the Toronto Dominion Bank business in 1993 and the Bank of Nova Scotia/Montreal Trust corporate custody earlier this year.

"We're a bit of a new boy. It was only in 1988 we were formed out of Royal Bank and Royal Trust. If you think about it, in two to three years of integration we've been able to pick up some high quality business. To do that you need to use a lot of shoe leather," observes Mr Dunlop.

Between them Royal Trust and Canada Trust control 70 per cent of Canadian pension assets, but unlike the latter, Royal Trust has a global agent bank network, thus making it the only purely Canadian choice, something Mr Dunlop is keen to emphasise. However, the network is used to offer a niche service to more than just the Canadian constituency.

"We serve a niche, and have been winning much business recently in Europe. There are a lot of clients with good bits of business out there, who want a competitive and personalised service. They are nervous of being sucked into a \$3,000bn portfolio, and into a sea of uncertainty and lack of attention. We typically service client portfolios in the range of \$100m to \$200m. We know what we can do and what we can't do."

He expects to see a shake-out among



Clockwise from left: André Lussi, Sandy Jaffee, Terry McCaughey and David Dunlop

the big operators, arguing that there will be increases in cross-border investment, pension funds and emerging markets which will add to the complexity in providing good custody. These are the elements he has already factored into his strategy. "We serve 72 markets with five in the pipeline, and within the next two years I see that increasing to 90 or 100."

André Lussi

Cedel Bank

The much talked about process of commoditisation has led to custodians passing on more tasks to the domestic and international central securities depositories. This is especially true in the case of Cedel Bank, the Luxembourg-based clearing bank which has long been regarded as a "custodian to the custodians".

That role has been continually changing, often not in the smoothest of transitions, as the international clearing addresses new market trends and chases the elusive broker/dealers, where their rivals in Brussels have traditionally been strongest. Mr André Lussi, who was with the Union Bank of

Switzerland (UBS), became chief executive officer of Cedel Bank in 1999.

A significant shift occurred when the old Cedel became a bank on January 1, 1995, raising a few eyebrows in custody circles. Mr Lussi notes: "There were suspicions when we became a bank that we would compete with our shareholders, but we have not done so."

This was not the first time Mr Lussi had been the object of suspicion. Since taking over at Cedel he has consistently implemented change to make the organisation a competitive force in clearing, settlement and custody.

His management style is a tough one, and this has been exhibited in the changes he has introduced over the years. "I view the changes I have made as positive ones. When you start something you finish it, and you don't give up when you encounter opposition. That is what drives me. I like to finish what I start."

He explains: "Two things appealed to me about Cedel. First, the entrepreneurial aspects, and second, the task of adapting Cedel to a new environment, and the key role clearing houses were going to play in the future."

He adds: "Increased competition, unwinding government debt, creating jobs and reducing pension liabilities

create challenges for national and international markets. These are the trends driving custody, and our role is to support proactively custodians and brokers as national capital markets restructure."

He suggests that in many ways Cedel Bank can be compared to a global custodian, but is still seen as differentiated. "First, we do not keep securities in our own vaults. We have no vaults, so we use the best custodian banks, including the global custodians and the central securities depositories. Second, we use correspondent banks for the various currencies in which we settle."

Under Mr Lussi's management Cedel Bank has continually changed, and added new services, not always accepted with universal approval, but he concludes: "We are trying very hard to prepare ourselves by making radical changes, and will continue to do so."

Sandy Jaffee

Citibank

After starting out as a career banker at Citibank and leaving for pastures new, Ms Sandy Jaffee returned to Citibank in September 1996 as division execu-

tive, worldwide securities services, with a mandate to give its global custody unit a stronger sense of customer service and cohesion across the worldwide network.

"Citibank was always pre-eminent in cross-border services," she notes, "but there was an understanding that customers wanted more global consistency, and there were already a lot of terrific things under way at the time I came in."

Having an awareness internally upon which to build Ms Jaffee set about the task of articulating strategy. She explains: "There are three things to deliver - excellent execution, global consistency and local market expertise. You have to wrap these three elements together, because this is what clients are looking for. You have to spend time with the clients. The product must look, touch and feel the same way for clients."

Turning to the world outside, Ms Jaffee recognised that it was a consolidating market, and Citibank had to incorporate changes in the global custody business into their strategy. She believes that the conditions clients now face are tailor-made for Citibank.

"These are very good times for anyone in the business. The trend driving the custody business is cross-border asset growth. This is the key driver, a greater globalisation of investment patterns. Clients are looking at countries, at regions, but they are looking at these in the context of the total global picture."

Ms Jaffee defines Citibank's strength in terms of market penetration and knowledge of the many markets in which the bank operates, and has developed a strategy to leverage those strengths. The secret was to bring a rationalisation to the existing Citibank network, and she did this by using a very personal style.

She explains: "Two experiences influence my style. The first was working in the consulting business. I like to be very consultative and take a team approach. The second was in working with the Citibank operating group. I am a very hands-on person, it's not enough to know the strategy, you need to know the details."

"Every Friday morning I have a conference call with my people around the globe to do service reviews, wherever I am, even on vacation."

The threat which some of the bigger operators face is seen by Ms Jaffee as an opportunity for Citibank, due to the scale of its network. "There is a consolidation of the industry, this is a scalable business. Yields are going down, prices are going down, and so the unit costs are lowered in scale. The required investment in people and scale is very high, and projects like the year 2000 and the euro also need funding. You will continue to see in this industry more consolidation."

GLOBAL INVESTOR SEEKS committed listener, creative thinker — a visionary who minds the details. Are you out there? Write "High Hopes" at Box NTAS.

Think the pickings are getting slim?

Hold on to your dreams. There's one global custodian that can give you what you want out of a relationship. Commitment. Communication. Creativity.

And not least of all — Capability. No matter where you invest. Northern Trust delivers:

- GLOBAL coverage, through regional offices and subcustodians in 71 countries.
- GLOBAL 24-hour securities lending in 34 markets.
- GLOBAL 24-hour foreign exchange in 74 currencies through dealing rooms in Singapore, London, and Chicago, and
- GLOBAL risk monitoring and exposure management tools.

But enough about us — let's talk about you. We'll take the time to get to know the real you — what your objectives are, and how they best can be achieved. Then we'll deliver customised solutions that feel so right, you'll wonder what life was like before we met.

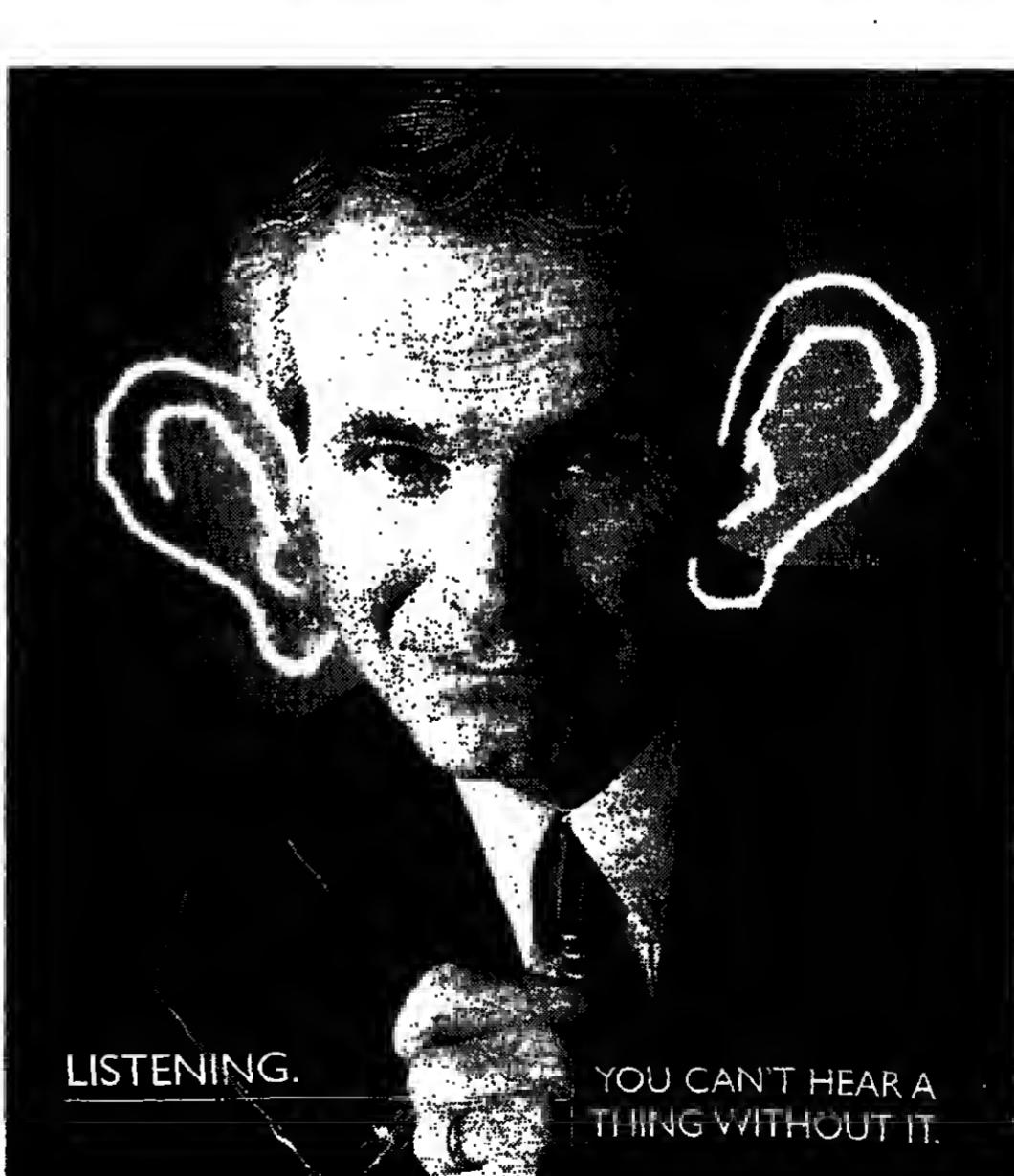
Think this relationship could work? Contact Penelope Biggs, 44.171.982.5311, pb9@ntrs.com. Or visit our web site at <http://www.northerntrust.com>.

Northern Trust MasterSOURCE™

INTEGRATED SOLUTIONS FROM ONE TRUSTED SOURCE

Global Custody, Securities Lending, Foreign Exchange, Investment, Risk and Performance Solutions
London • Chicago • New York • Detroit • Toronto • Grand Cayman • Hong Kong • Singapore

The Northern Trust Company. Registered by IMRO.



Listening to clients is critical. Each client, after all, faces unique challenges. Whatever your needs - improved operational efficiency, timely information, more responsive service - Royal Trust will listen and work with you to deliver a global securities solution that's uniquely right.

Listening to our clients has won us international recognition. Global fund managers recently rated Royal Trust #2 in the world for global custody (*Global Investor*, May 1997), and our emerging market network was ranked #1 (*GCSB Benchmarks, 1997 Annual Review*). In 1996, *Global Custodian* honoured us for outstanding client service to pension funds.

Enough talking. We're listening.

**ROYAL
TRUST**

Member of Royal Bank Financial Group

GENERAL SECURITIES SERVICES LONDON • TOKYO • SINGAPORE • VANCOUVER • TORONTO • MONTREAL

كما من الأفضل

PROFITABILITY • by Michael Prest

Fees grow as assets pile up

While banks like custody because its income is predictable, profits are not assured

If you ask global custodians why they persist with the business, they will wax lyrical about the scope for growth, the joys of predictable fee income, and the relative absence of capital constraints. But ask them why, if business is so good, global custodians are a dwindling band, and you will get a less fulsome answer.

It is easy to see why global custody should be profitable in theory. Mr Jürgen Marzinik, global head of custody services for Deutsche Bank, estimates that mind-boggling \$40,000bn of assets is under custody worldwide. That total could grow to \$50,000bn by 2000. Of the present total, cross-border assets account for \$7,000bn, which might be \$12,000bn by the turn of the century.

Increasing wealth, especially in Asia, the switch in Europe towards personal funding of pensions, and the search by fund managers – notably in the US – for new

investment opportunities lie behind the forecasts for rapid growth in the custody business.

"The sheer volume of international investment is going like crazy. Custody has become more important because there is more investment overseas," said Mr Robert Binney, Citibank's head of worldwide securities business Europe.

As the assets pile up, so should the revenues. Custody is a fee business and the volume of fees is related to the volume of business, albeit on a sliding scale. Mr Jeffrey Smith, a managing director at the Chase Manhattan Bank in London, said: "There are economies of scale in this business."

Banks also like custody because its income is predictable compared with the ups and downs of investment banking or securities dealing. Custody often involves long-term relationships with clients. Mr David Watson, director for marketing and business development at Lloyds Bank Securities Services, said: "There's an annuity element to this business."

In addition, as Mr Marzinik points out, custody shows no sign of stopping.

makes few demands on capital because the bank's exposure is very limited. The whole point, after all, is that the assets under custody belong to someone else.

Banks also feel that custody is a natural extension of their activities. Mr Marzinik said: "Custody is a banking business. We need to support our customers investing in third countries."

But profits are not assured in custody. Several big names – NatWest, Barclays, Union Bank of Switzerland – have retired from the business in recent years. Margins are low in the core custody functions – of record-keeping, settlement and dividend collection precisely because it is such a high volume undertaking. At heart, custody is a commodity business.

Calling it an information business does not necessarily improve profits. Mr Dick Taggart, head of Morgan Stanley global custody operations worldwide, the US investment bank, said: "We're in the information business here." Yet, as analysts point out, the price of information, driven by technology, is falling fast and shows no sign of stopping.

Conversely, the costs of staying in custody are high. Investing in information systems is crucial. Mr Watson estimates that Lloyds Securities Services spends 35 per cent of its annual gross income on technology. Citibank expects to invest \$200m in information technology for custody alone this year.

Now does the investment stop there. Global custody by definition demands a presence around the world. The leading banks in the business offer to service customers in about 70 countries, which is not cheap even if the links are frequently through sub-custodians rather than the bank's own offices.

Moreover, custody is not free of risk – partly because settlement and other services are offered in so many countries. According to industry estimates, the average settlement success rate is 88 per cent. That might sound high until one remembers that failure can leave the custodian picking up the bill, not to mention soothng a disgruntled customer.

Some critics are scathing about the inefficiency of custody, for all the huge outlays on computers.

Margins can therefore be wafer-thin. The industry's gross revenues are put at \$8bn annually, but a turn of just two basis points on the volume of assets under custody is common. Deutsche Bank claims to make nearer 5 basis points on the \$500bn to \$600bn of assets under custody. Morgan Stanley's corporate target is a 20 per cent return on capital, which it says is more than achieved in its custody business.

Global custody is more profitable than domestic business, although controlling a big custody pool at home is crucial to the success of the US market leaders. All admit, however, that the only way to make money in global custody and stay in the business for the long term is to find ways of adding value to core activities. This means providing new services.

Top of the list for companies such as Deutsche Bank, which is trying to build global custody as part of its ambition to be a fully universal bank, is securities lending and borrowing. As cross-border securities transactions expand and pressure increases on investors to make their capital work



Several big names in the City of London have retired from the business in recent years

harder, lending and borrowing is booming. For a handful of custodians such as Morgan Stanley it is valuable for their arbitrage business.

Among the other value-added services which custodians are trying to provide are performance measurement, accounting and corporate information. The trick is tailoring the information to what the customer wants.

global custody. "We're focusing on the more sophisticated investor," said Mr Smith at Chase Manhattan. But so is almost everyone else. Even if the number of truly global custodians shrinks to perhaps only a dozen over the next 10 or 15 years competition will remain fierce. Global custodians may be making profits, but they will continue to have to work hard.

PROFILE

Old grey lady of LaSalle St

Northern Trust Company's global custody business is not among the largest in the US in terms of assets, but the Chicago-based bank has earned a niche in the custody industry by combining a long tradition of personal service with cutting-edge technology.

Even as the global custody business consolidates, and many smaller operators are leaving the field, Northern is investing aggressively in technology and making a distinct, if gradual, migration into consulting and other advisory services related to the meat and potatoes of asset safekeeping: trust, investment, accounting, and increasingly, risk management services round out Northern's business.

"We want to have deep multi-product relationships with clients," said Mr Steven Franklin, senior vice-president of corporate and institutional services at Northern. "I would say this is a commodity business until you have your first loss in a corporate action – then it's a complex, detail-oriented business."

Northern, known in Chicago as the "Old grey lady of LaSalle Street" currently has \$316bn in total assets under administration. It ranked 14th in terms of assets in a recent survey of global custodians by the industry publication Institutional Investor.

While far smaller than industry giants such as State Street Bank and Chase Manhattan, its officers note that size is not everything. "Our focus is on profitability," says Mr Franklin. "If you're a big pension fund and we can't get you the right product mix to make you profitable, it doesn't matter that you have \$10bn in assets. We won't take you on just to inflate our asset numbers."

That philosophy has helped Northern to nine consecutive years of record earnings. Having long ago focused its activities on its trust and custody business, 55 per cent of Northern's revenues come from fee-based, rather than interest, income. Last year Northern's net income grew 18 per cent to \$25.8m, while return on equity was also close to 16 per cent.

Started more than a century ago as a bank catering to wealthy Chicago families, Northern had the professional trust expertise and accounting systems in place in 1974 to take full advantage of changes in US pension laws that allowed corporations to set up master trusts to oversee all of their retirement obligations and investments.

At that time, Northern had \$3.6bn in assets under administration. That figure swelled as the bank added public and private pension funds, mutual funds and foundations and endowments to its client list. That list is global, and Northern views continued international expansion as a key to its growth. The bank

operates in 21 countries, and services more than 1,000 fund managers.

The bank's international assets have been expanding at a rate of 37 per cent annually, compared to overall asset growth of 17 to 22 per cent.

Northern has evolved from performing simple safekeeping duties a decade ago into providing information services, obtaining data from its customers' asset bases to supply a range of reports to help them make investment decisions. That led to technical upgrades that allowed the bank to offer clients sophisticated portfolio evaluation and risk and performance analysis.

In the aftermath of Barings' the Maxwell affair, and similar supervisory failures in the investment world, Northern found its clients urgently seeking real-time tools to evaluate investment managers and make sure they were complying with investment guidelines.

Northern rushed to update its software to offer investment monitoring services last year introducing a product called Alert. The software, run on workstations provided by Northern as part of its regular custody services, can be programmed by clients to monitor a variety of parameters. The software development was part of the \$100m Northern invests annually to upgrade its technology.

Northern executives say Alert can be programmed to catch a "closed" incident, screen out particular types of investments, such as derivatives, or simply allow an institution that employs a number of fund managers to make sure its portfolio stays in balance as markets move globally.

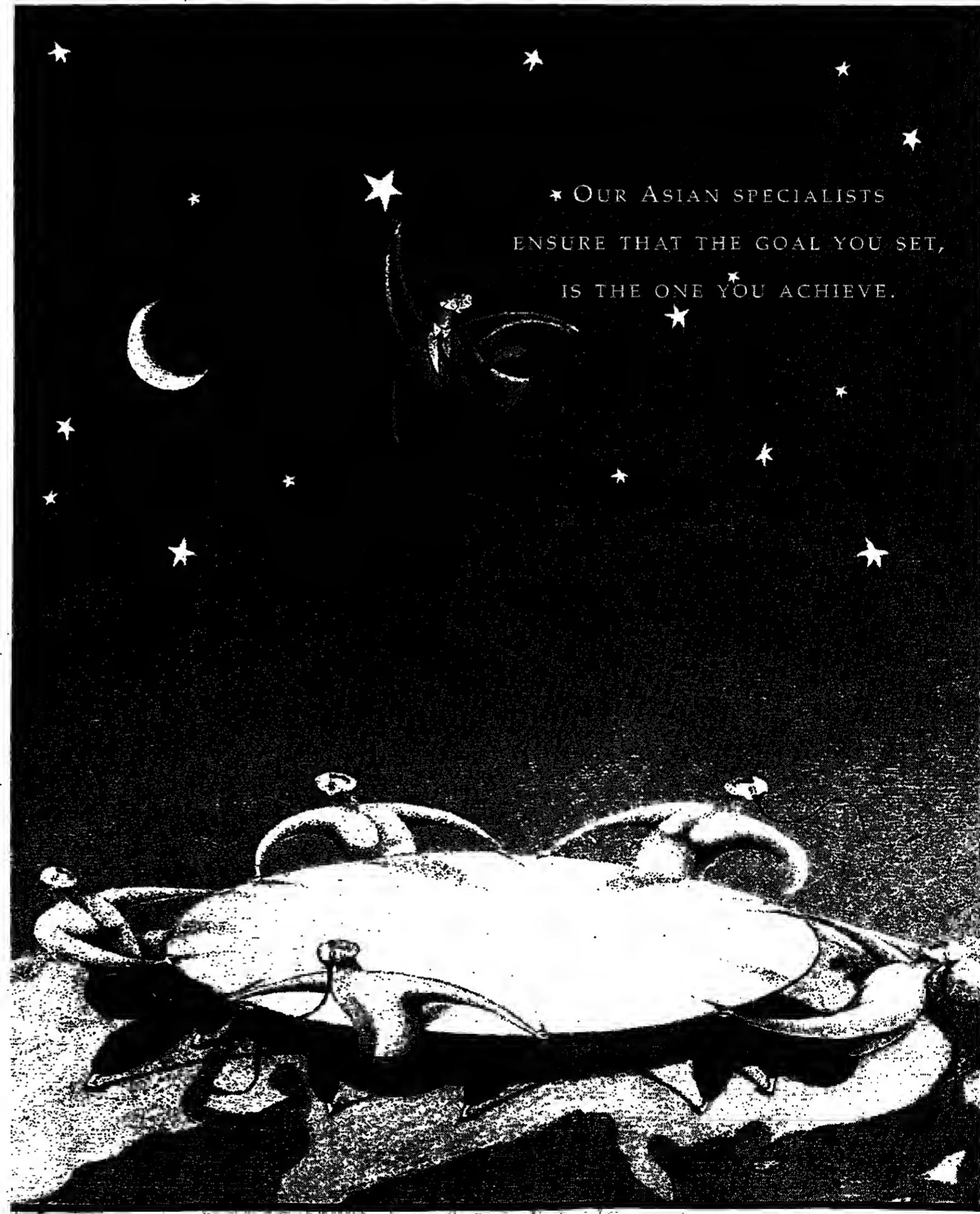
Alerts can present a compliance report via the user's terminal each morning, or send an e-mail message each time a programmed parameter is breached, or even send a message to a manager's pager.

The potential to capture so much information in such a short time has created more business for Northern – its staff increasingly are advising clients on how best to use its risk management tools and consults with them on setting investment and performance guidelines.

In addition to its international expansion, Northern is diversifying and growing its retirement services business, looking toward a time when the pension fund assets it administers will be paid to individuals who may need investment advice and accounting.

The bank is also seeking to widen its own role in managing money. Northern has about \$18bn under management, but aims to become a much larger global multi-asset class manager.

Laurie Morse



OUR ASIAN SPECIALISTS

ENSURE THAT THE GOAL YOU SET,

IS THE ONE YOU ACHIEVE.

When pursuing a goal, timing is of the essence. That's why our custody and clearing experts supply information quickly and accurately, letting you to make the right financial decisions.

So rest easy, because in choosing this partnership, you've promptly put your goals within reach.

Standard Chartered

EQUITOR

6 GLOBAL CUSTODY

CUSTODY MADE SIMPLE • by Margaret Morris

Art of playing it safe

Many other services have been added to the core business of global custodians

Global custody is a complicated business. Yet the basic idea is quite simple. "The core definition," says Mr Simon Murray, a partner of Thomas Murray, the global custody consultancy, "is settlement and safekeeping. It's what happens after the decision to buy or sell securities is taken by the client."

A global custodian performs settlement and safekeeping, along with other basic services and sometimes additional so-called value-added services. In many markets around the world, actual custody practices in each market will differ, but a global custodian oversees a network of either agent banks or sub-custodians to handle settlement and safekeeping within each market. A global custodian may or may not handle domestic custody for the same client in its home market.

Starting from the top

left-hand corner of the flow diagram, the client - investment manager, bank, or central bank - makes the decision to buy or sell a security. Instructions to this effect are transmitted first to the broker, which confirms that the instructions are correct and then the instructions are sent to the custodian. Two sets of instructions are needed because the custodian does not actually perform the purchase or sale; that role is handled by the client's broker network.

In communicating with its custodian, the client may use a network proprietary to the bank custodian, fax or telex, or he may use the Swift communications network, which is fast becoming the standard for transmitting security transfer instructions worldwide.

The heart of a bank's global custody business is its global custody core processing unit - a computer network. From here, the global custodian sets in train all the steps that allow cash to be available at the appropriate time should a client wish to buy a security. In the case of a transaction in a different currency, a global custodian will provide the foreign exchange expertise, if necessary.

The trade instructions are then passed on to the sub-custodian in preparation for settlement of the trade. Depending on the rules within a particular market, the sub-custodian will clear the trade if it also uses a local clearing agent, or will match the clearing information it receives from the clearing agent with the trade instructions received from the client. At this point the trade settles, if the instructions can be matched.

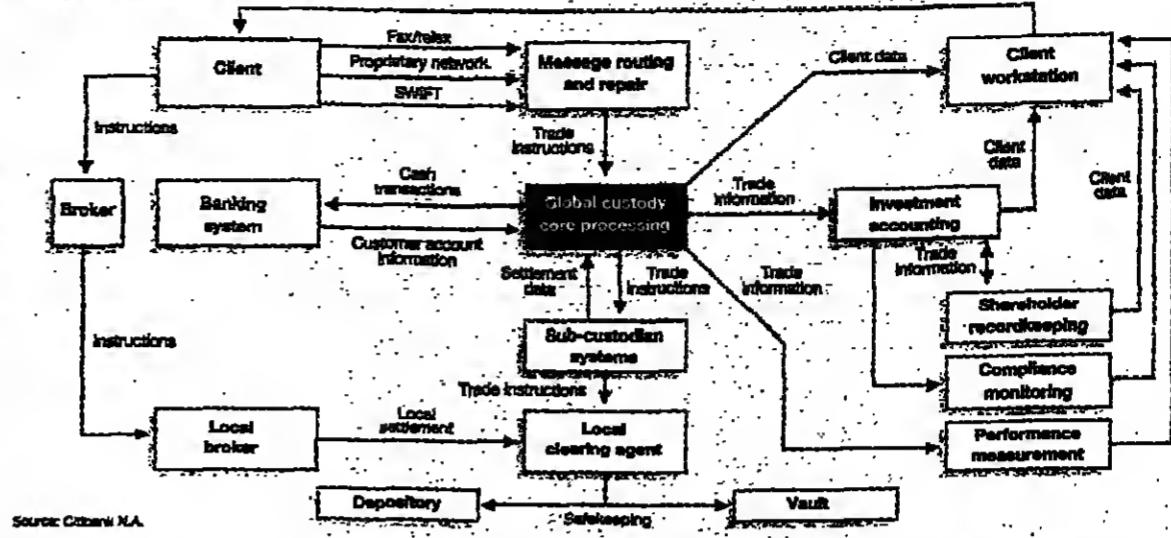
If this trade is a purchase, then the newly bought security is either transferred to the vault (if it is a physical certificate) or switched electronically to the client's account in the depository (if the market no longer uses physical certificates and is deemed to be "dematerialised"). If the trade is a sale, then the certificate is transferred to the new owner or removed from the client's account at the depository.

Once this procedure is completed successfully, settlement data flows back up the chain from the local clearing agent to the sub-custodian to the core processing centre. Clients are

informed of the successful settlement of trade directly, usually via a computer link to a client's workstation. "The client workstation is a focal point in the process," says Mr James Economides, managing director of global custody at Citibank. "The workstation gives you feedback that the trade has occurred and allows the client to know what is happening to the trade and to his cash balance."

If the client is, say, a mutual fund or pension fund, then the global custodian may provide, as an additional service, investment accounting. At the same time that the trade settlement information is received by the client at his workstation, the same information will be received by the global custodian's investment accounting system to enable shareholder reports and/or compliance reports to be prepared. Additionally, the trade information can be fed into the global custodian's performance measurement or compliance reporting system, or into that of an external provider should a client require this service. Compliance reporting in this context usually means some

Global custody: how it works



Source: Citibank N.A.

tracking feature to make sure that, say, a pension fund's investment managers are sticking to their mandate. Performance measurement tracks the performance of the investment manager relative to the benchmark agreed with the client.

The process of settling a trade and the ongoing need for security safekeeping form the heart of the custody business. So it is not surprising that the fees for this service are based on these two elements. Generally, global custodians

charge a flat fee per transaction, which varies depending on the country involved. And they charge a safekeeping fee of a certain number of basis points, which is charged as a percentage of the value of the assets under safekeeping.

In this fee package certain

additional services are included free of charge. These include the collection of dividends on stocks and income on bonds and tax reclamation, the registration of a client's shares on the share register of the com-

pany, and the transmission of information on corporate actions, such as mergers and arrangements for proxy voting where possible. In some markets and with some custodians, there will be an additional charge for proxy voting, because some custodians outsource this service to specialist providers.

Global custodians provide additional services for an extra charge. These include stock lending, investment accounting and pricing, performance measurement, futures clearing and administration services to unit trust companies.

CENTRAL EUROPE • by Margaret Morris

Top emerging market

Until recently custodians pointed to the emerging markets of Asia as the source of the greatest growth in business and the greatest challenge. But now this crown has been stolen by central and eastern Europe.

"I think it is fair to say that these markets will provide the biggest challenge in terms of growth over the next five years," says Mr Ranjit Chatterjee, market manager for Europe, the Middle East and Africa at Citibank.

The countries with the most developed infrastructure are Poland, Hungary and the Czech Republic. Russia is the focus of most investor interest while Romania is the latest market to open for most global custodians active in the area.

Each of these markets is essentially a different case. Poland: Although it is one of the most efficient markets in this area, the custodian role has never been clearly defined and that makes settlement less smooth than it could be. A new law passed by the Polish parliament and awaiting senate and presidential approval will help ease some of the kinks in the system, if it is enacted in its present form.

At present, the title to shares cannot be held outside the country. As a result, national brokers set up mirror nominal or omnibus accounts for foreign investors.

And functionally brokerage and custody are done simultaneously, rather than following normal market practice where trade instructions precede settlement instructions. These anomalies mean that the sale of securities actually occurs with title changing hands before the custodian has the ability to check that the trade has been executed correctly.

If the market had a higher fail rate, it would be impossible. "It's a safety mechanism," says Mr Paul Hedges, director of network management for global securities services at Royal Trust of Canada. "At the point of trade the position is locked in."

Although Poland has a fully operating and dematerialised central depository, trade cannot be settled without the broker putting up 30 per cent of the value of the transaction in blocked cash or equity collateral.

Hungary: The main issue in Hungary continues to be the strength of the local depository, Kelet. Until recently, only the local brokers used Kelet for safekeeping. Global banks such as Citibank preferred to keep their Hungarian shares in custody in physical form elsewhere. But the depository is much improved in the last year.

The challenge for Hungary is to move to a dematerialised environment, jettisoning the physical transfer of share certificates.

Czech Republic: The Czech Republic has presented headaches to investors and custodians alike this year. Because of a run on the koruna, which had been tied to a basket of convertible currencies, the government had to technically devalue and unfix the koruna. As most institutional investors are long-term operators, global custodians have not seen any dramatic shifts of funds in or out of the coun-

try as a result of the currency turmoil.

There is a centralised securities payment and transfer system called Unicredit, which has been up and running for a year or so. This process works quite efficiently for trades settled on the Prague Stock Exchange. The only problem is that because of an enormous stamp duty of 10 per cent for these trades, most activity takes place offshore.

Russia: Russia is the troublemaker market in this region, though all operators in the area give the government credit for trying to smooth out the huge custodial problems. Custody of fixed income instruments that can be held by foreigners - MinFins and GKO's - is simple: these bonds are held in dematerialised form by MICEX (GKO's) or in physical form by Vneshtorg Bank (MinFins). Equities are the difficult instruments.

Russia has no physical share certificates for stocks that can be transferred in the normal manner. The only evidence of purchase is the entry in the share register held by a company's share registrar. When the vast bureaucracy of Soviet Russia was privatised, share registrars sprang into business, generally down the road from the new corporate headquarters. Mr Nick Orchard, custody manager for Credit Suisse First Boston in Moscow, says: "There are registrars all over the country in every one of 11 time zones, though there is a movement by companies to use Moscow-based registrars since the government required registrars to be licensed."

Settlement is, not surprisingly, a very length process, requiring representatives of the custodian to travel in person to the registrar to effect transfer of title.

Romania: Romania is the new kid on the block. The Bucharest stock market chose a fully automated securities processing system based on the US electronic market Nasdaq. It is a good system - for brokers. "The system is a bit worrying for custodians," says Mr Giles Elliott, vice-president, GIS network management for Chase Manhattan Bank. "All activity has to go through brokers, so foreign investors using custodians need to pre-advice trades and they have to advise because it tips their hand as to what they are doing."

Mr Elliott says that Chase among others is working with the government and the stock exchange to make the process work more smoothly.

Capital adequacy of local banks has been the biggest problem for most global custodians in choosing in-country sub-custodians. That's because the US Securities and Exchange Commission rule known as 17f-5 had a disproportionate impact on the market. Rule 17f-5 said that any sub-custodian used by a US mutual fund must meet capital adequacy requirement of \$200m, among other provisions.

However, the rule was changed in June to remove the capital adequacy standard. It is expected that a minimum level of \$20m to \$25m of capital will be required as a de facto standard.

SEAMLESS CUSTODY across borders

YOU WANT
SOLUTIONS DESIGNED
AROUND YOUR NEEDS,
AND DELIVERED
AROUND THE WORLD.

YOU NEED
A CUSTODIAN THAT
KNOWS THE MARKETS,
BOTH EMERGING
AND EMERGED.

YOU NEED
THE WORLD'S MOST
EXTENSIVE NETWORK
OF CUSTODY
PROFESSIONALS.

Citibank is the #1 custodian in the world's emerging markets. Why? Custom-tailored solutions. Timely, accurate reporting. Acting locally, thinking globally.

CITIBANK

© 1996 Citibank, N.A. Citibank, N.A. is regulated by SFA and MIFO.

FT MANAGED FUNDS SERVICE

Offshore Funds and insurances

● FT Cityline Unit Trust Prices are available over the telephone. Call the FT Cityline Help Desk on (+44 171) 873 4378 for more details.

FT MANAGED FUNDS SERVICE

• FT Cityline Unit Trust Prices are available over the telephone. Call the FT Cityline Help Desk on (+44 171) 573 4378 for more details.

Offshore Insurances and Other Funds

LONDON SHARE SERVICE

ALCOHOLIC BEVERAGES

ABF Inds	£1.20
Aberlour	£1.20
Adnams	£1.20
Angus & Robertson	£1.20
Antique Ales	£1.20

BANKS, RETAIL

ABF Inds	£1.20
Aberlour	£1.20
Adnams	£1.20
Angus & Robertson	£1.20
Antique Ales	£1.20

BREWERIES, PUBS & REST

ABF Inds	£1.20
Aberlour	£1.20
Adnams	£1.20
Angus & Robertson	£1.20
Antique Ales	£1.20

BUILDING & CONSTRUCTION

ABF Inds	£1.20
Aberlour	£1.20
Adnams	£1.20
Angus & Robertson	£1.20
Antique Ales	£1.20

BUILDING MATS. & MERCHANTS

ABF Inds	£1.20
Aberlour	£1.20
Adnams	£1.20
Angus & Robertson	£1.20
Antique Ales	£1.20

CHEMICALS

ABF Inds	£1.20
Aberlour	£1.20
Adnams	£1.20
Angus & Robertson	£1.20
Antique Ales	£1.20

CHEMICALS - Cont.

ABF Inds	£1.20
Aberlour	£1.20
Adnams	£1.20
Angus & Robertson	£1.20
Antique Ales	£1.20

DISTRIBUTORS

ABF Inds	£1.20
Aberlour	£1.20
Adnams	£1.20
Angus & Robertson	£1.20
Antique Ales	£1.20

ENGINEERING - Cont.

ABF Inds	£1.20
Aberlour	£1.20
Adnams	£1.20
Angus & Robertson	£1.20
Antique Ales	£1.20

EXTRACTIVE INDUSTRIES - Cont.

ABF Inds	£1.20
Aberlour	£1.20
Adnams	£1.20
Angus & Robertson	£1.20
Antique Ales	£1.20

INSURANCE - Cont.

ABF Inds	£1.20
Aberlour	£1.20
Adnams	£1.20
Angus & Robertson	£1.20
Antique Ales	£1.20

INVESTMENT TRUSTS - Cont.

ABF Inds	£1.20
Aberlour	£1.20
Adnams	£1.20
Angus & Robertson	£1.20
Antique Ales	£1.20

ABF Inds	£1.20
Aberlour	£1.20
Adnams	£1.20
Angus & Robertson	£1.20
Antique Ales	£1.20

ABF Inds	£1.20
Aberlour	£1.20
Adnams	£1.20
Angus & Robertson	£1.20
Antique Ales	£1.20

FOOD PRODUCERS

ABF Inds	£1.20
Aberlour	£1.20
Adnams	£1.20
Angus & Robertson	£1.20
Antique Ales	£1.20

ABF Inds	£1.20
Aberlour	£1.20
Adnams	£1.20
Angus & Robertson	£1.20
Antique Ales	£1.20

ABF Inds	£1.20
Aberlour	£1.20
Adnams	£1.20
Angus & Robertson	£1.20
Antique Ales	£1.20

ABF Inds	£1.20
Aberlour	£1.20
Adnams	£1.20
Angus & Robertson	£1.20
Antique Ales	£1.20

ABF Inds	£1.20
Aberlour	£1.20
Adnams	£1.20
Angus & Robertson	£1.20
Antique Ales	£1.20

ABF Inds	£1.20
Aberlour	£1.20
Adnams	£1.20
Angus & Robertson	£1.20
Antique Ales</td	

LONDON STOCK EXCHANGE

Consumer companies spearhead advance

MARKET REPORT

By Steve Thompson,
UK Stock Market Editor

There were no prizes for guessing that the Monetary Policy Committee would lift UK interest rates by 25 basis points, but there was a measure of relief across the equity market, which rallied to close marginally higher.

Earlier the market had fallen sharply as interest rate concerns, the continuing strength of sterling and a steep decline on Wall Street overnight provoked a flurry of selling pressure.

The rate rise did nothing to head off a powerful drive by the

market's consumer areas, notably the retailers. High street share prices spiraled upwards in a further strong response to Dixons' sparkling profits performance and evidence that the building society/Norwich Union demutualisations have triggered a high street spending spree.

Not to be outdone, the food retailers were equally in demand, with a number of the market's most powerful brokers recommending the stocks because of evidence of food price inflation.

At the close of a vibrant trading session, the FTSE 100 showed a 5.4 gain at 4,767.6. Earlier the index had been driven down 29.7. Other FTSE indices, however,

continued to suffer, with the FTSE 250 posting its fifth consecutive fall, losing a further 9.3 to 4,386.2. Over the last five sessions, the 250 has fallen 88.0 points or 2 per cent. The FTSE SmallCap was hit even harder, slipping 8.2 to 2,048 - its fourth decline on the run.

London's rally was all the more creditable given that Wall Street continued to lose ground shortly after the outset of trading yesterday, hard on the heels of the 119-point slide on Wednesday. The Dow kicked off a few points firmer but quickly fell back before stabilising as London closed.

Some marketmakers were

unconvinced by the market's rally in the wake of the rate rise: "Underneath the market still feels vulnerable. It's unhappy with what looks like a move that is too little too late to head off inflation," said one.

He said London would come under increasing pressure if Wall Street showed further signs of weakness after its failure to move through the 8,000 level despite repeated attempts over the past two sessions.

Strategists were similarly unhappy with the extent of the rate rise. Mr Richard Jeffrey, group economist at Charterhouse, said: "It is a short term relief but it is not enough. The

market will come to judge these small moves in interest rates as ineffectual; the probability the Bank of England will have to raise rates more aggressively is still there."

Sainsbury topped the FTSE 100 list, with Deutsche Morgan Grenfell attaching a 700p short term price target to the shares. On the downside Laxmo, a good performer in recent sessions, turned lower as one broker highlighted the stock's outperformance.

Turnover at 8pm was a good 825m shares and was boosted substantially by the keen activity in the retailers, which alone accounted for around 10 per cent of overall market activity.

Retail sector surges

By Martin Brice
and Peter John

The retail sector soared yesterday as several of its leading stocks benefited from a powerful combination of influences, ranging from the spending power of the consumer to the issue of planning permissions for new stores.

Four of Footsie's best nine performers were retailers, with J Sainsbury at the top of the list after its shares rose 21 to 420.5p, helped by a positive trading statement yesterday and a very bullish note from Deutsche Morgan Grenfell.

Mr Mark Wasilewski at the broker believes the shares could reach 27, thanks in part to the difficulty faced by rivals in obtaining planning permission for new stores.

He says that while the bigger stocks in food retailing would all benefit from this issue, Sainsbury would gain the most since it is dominant in the relatively affluent south east of England.

SaveWay was up 12% to 391p, Tesco advanced 11% to 431p and Asda was ahead 2% to 142p. However, smaller stocks such as Somerfield, ahead 4% to 157.5p, and Wm Morrison Supermarkets, up 3 to 171p, also benefited.

The shockwaves from

Dixons' trading statement on Wednesday continued to reverberate around the market as traders studied the likely impact of the windfalls from building society flotation. Dixons rose another 17 to 553.5p, Kingfisher advanced 12% to 705p and Boots rose 9% to 791.4p.

Storehouse put on 17 to 265p following a positive trading statement.

Enterprise, the oil exploration and production company, slipped 11% to 684p with a push from SocGen.

The broker said the shares were "highly exposed to a change in sentiment and a downturn in oil prices in view of the seriously unjustified premium to the 500p asset value".

Analyst Mr John Toolster predicts relative dividend growth of less than half the market average and sees the shares falling much closer to the 500p level.

Meanwhile, Burmah Castrol, which has tumbled sharply recently on the back of sterling's rise (the oil group is 60 per cent exposed to the dollar and 40 per cent to the D-Mark), bounded 28% to 995p.

Some brokers were suggesting the fall had been overdone to the extent that the company is now vulnerable to takeovers.

Sedgwick dipped 2% to 123p despite news that Oakmark, the Chicago-based fund, was continuing to hold its position in the insurance broker.

There was an announcement that it had picked up 1.5m shares, taking its stake above 5 per cent from 4.21

per cent previously. Oakmark is run by Mr David Herro, who led a shareholder revolt against Mr Maurice Saatchi, Saatchi & Saatchi's deposed chairman. Mr Herro has been instrumental in promoting pro-active investment and initially there was some speculation that his growing profile on the shareholder register could signal pressure for corporate changes.

Medeva was up 10 to 258p after HSBC James Capel followed Salomon Brothers with a forecast downgrade to reflect the continuing strength of sterling.

Hoare cut its current year forecast from 2312m to 2396m. But that was above the £230m Salomon was forecasting earlier.

And there was some surprise that Pearson should fall so sharply when the other stocks highlighted by Hoare - Reuters, Reed Inter-

national and Carlton - were either up or only marginally lower.

Mr Robert Jolliffe at ABN Amro Hoare Govett said: "There was a massive element of expectation on the new management. Also, currency and some technology-related decisions are beginning to bite. And negative sentiment is pretty deeply entrenched."

The slowdown in angioplasty exporters seemed to ease off yesterday, with only minor declines registered. Tt Group, marked down aggressively earlier this week, continued its rebound and advanced 16% to 4224p, to make it Footsie's fifth-biggest riser.

Windfall gains from building society floatations may have helped the growth in the European charter holiday market highlighted by RAA. The airport group said its seven UK airports saw an annual traffic increase of 8.3 per cent in June.

One trader said the rise was "way above most analysts' forecasts" and showed good growth at regional airports. BAA shares rose 12% to 578.4p.

The strike at British Airways is seen as unlikely to affect BAA unless prolonged.

PSD Group, the recruitment group which floated in February at 220p, rose 2 yesterday to 275p, helped by a "buy" note from Charterhouse Tilney Securities. Mr Robert Morton at the broker said the group had considerable scope for growth in large and fragmented markets.

Tate & Lyle was one of Footsie's worst performing shares after the stock shed 17 to 438p following a bearish note from Credit Lyonnais Laing, which shifted to a "sell" recommendation. Ms Sally Jones at the broker said overcapacity in European starch was putting profits at risk.

Skillsgroup, the former P&P, fell 68 to 1263p after it issued a profits warning with its interim results.

Eti Tinto lifted 16 to 210.23% in the registered shares, with support from a firm copper price.

Galen Holding made its market debut in the pharmaceuticals sector yesterday. The shares, which were issued at 150p, leapt to an initial 19 per cent premium and closed at 205.4p on turnover of 4.7m shares.

Demand from institutions, particularly investors in Ireland, boosted the Northern Ireland-based company. Galen raised 230m and said it would use the proceeds to expand its business and fund acquisitions.

Windfall gains from building society floatations may have helped the growth in the European charter holiday market highlighted by RAA. The airport group said its seven UK airports saw an annual traffic increase of 8.3 per cent in June.

One trader said the rise was "way above most analysts' forecasts" and showed good growth at regional airports. BAA shares rose 12% to 578.4p.

The strike at British Airways is seen as unlikely to affect BAA unless prolonged.

PSD Group, the recruitment group which floated in February at 220p, rose 2 yesterday to 275p, helped by a "buy" note from Charterhouse Tilney Securities. Mr Robert Morton at the broker said the group had considerable scope for growth in large and fragmented markets.

Tate & Lyle was one of Footsie's worst performing shares after the stock shed 17 to 438p following a bearish note from Credit Lyonnais Laing, which shifted to a "sell" recommendation. Ms Sally Jones at the broker said overcapacity in European starch was putting profits at risk.

Skillsgroup, the former P&P, fell 68 to 1263p after it issued a profits warning with its interim results.

Eti Tinto lifted 16 to 210.23% in the registered shares, with support from a firm copper price.

Galen Holding made its market debut in the pharmaceuticals sector yesterday. The shares, which were issued at 150p, leapt to an initial 19 per cent premium and closed at 205.4p on turnover of 4.7m shares.

Demand from institutions, particularly investors in Ireland, boosted the Northern Ireland-based company. Galen raised 230m and said it would use the proceeds to expand its business and fund acquisitions.

Windfall gains from building society floatations may have helped the growth in the European charter holiday market highlighted by RAA. The airport group said its seven UK airports saw an annual traffic increase of 8.3 per cent in June.

One trader said the rise was "way above most analysts' forecasts" and showed good growth at regional airports. BAA shares rose 12% to 578.4p.

The strike at British Airways is seen as unlikely to affect BAA unless prolonged.

PSD Group, the recruitment group which floated in February at 220p, rose 2 yesterday to 275p, helped by a "buy" note from Charterhouse Tilney Securities. Mr Robert Morton at the broker said the group had considerable scope for growth in large and fragmented markets.

Tate & Lyle was one of Footsie's worst performing shares after the stock shed 17 to 438p following a bearish note from Credit Lyonnais Laing, which shifted to a "sell" recommendation. Ms Sally Jones at the broker said overcapacity in European starch was putting profits at risk.

Skillsgroup, the former P&P, fell 68 to 1263p after it issued a profits warning with its interim results.

Eti Tinto lifted 16 to 210.23% in the registered shares, with support from a firm copper price.

Galen Holding made its market debut in the pharmaceuticals sector yesterday. The shares, which were issued at 150p, leapt to an initial 19 per cent premium and closed at 205.4p on turnover of 4.7m shares.

Demand from institutions, particularly investors in Ireland, boosted the Northern Ireland-based company. Galen raised 230m and said it would use the proceeds to expand its business and fund acquisitions.

Windfall gains from building society floatations may have helped the growth in the European charter holiday market highlighted by RAA. The airport group said its seven UK airports saw an annual traffic increase of 8.3 per cent in June.

One trader said the rise was "way above most analysts' forecasts" and showed good growth at regional airports. BAA shares rose 12% to 578.4p.

The strike at British Airways is seen as unlikely to affect BAA unless prolonged.

PSD Group, the recruitment group which floated in February at 220p, rose 2 yesterday to 275p, helped by a "buy" note from Charterhouse Tilney Securities. Mr Robert Morton at the broker said the group had considerable scope for growth in large and fragmented markets.

Tate & Lyle was one of Footsie's worst performing shares after the stock shed 17 to 438p following a bearish note from Credit Lyonnais Laing, which shifted to a "sell" recommendation. Ms Sally Jones at the broker said overcapacity in European starch was putting profits at risk.

Skillsgroup, the former P&P, fell 68 to 1263p after it issued a profits warning with its interim results.

Eti Tinto lifted 16 to 210.23% in the registered shares, with support from a firm copper price.

Galen Holding made its market debut in the pharmaceuticals sector yesterday. The shares, which were issued at 150p, leapt to an initial 19 per cent premium and closed at 205.4p on turnover of 4.7m shares.

Demand from institutions, particularly investors in Ireland, boosted the Northern Ireland-based company. Galen raised 230m and said it would use the proceeds to expand its business and fund acquisitions.

Windfall gains from building society floatations may have helped the growth in the European charter holiday market highlighted by RAA. The airport group said its seven UK airports saw an annual traffic increase of 8.3 per cent in June.

One trader said the rise was "way above most analysts' forecasts" and showed good growth at regional airports. BAA shares rose 12% to 578.4p.

The strike at British Airways is seen as unlikely to affect BAA unless prolonged.

PSD Group, the recruitment group which floated in February at 220p, rose 2 yesterday to 275p, helped by a "buy" note from Charterhouse Tilney Securities. Mr Robert Morton at the broker said the group had considerable scope for growth in large and fragmented markets.

Tate & Lyle was one of Footsie's worst performing shares after the stock shed 17 to 438p following a bearish note from Credit Lyonnais Laing, which shifted to a "sell" recommendation. Ms Sally Jones at the broker said overcapacity in European starch was putting profits at risk.

Skillsgroup, the former P&P, fell 68 to 1263p after it issued a profits warning with its interim results.

Eti Tinto lifted 16 to 210.23% in the registered shares, with support from a firm copper price.

Galen Holding made its market debut in the pharmaceuticals sector yesterday. The shares, which were issued at 150p, leapt to an initial 19 per cent premium and closed at 205.4p on turnover of 4.7m shares.

Demand from institutions, particularly investors in Ireland, boosted the Northern Ireland-based company. Galen raised 230m and said it would use the proceeds to expand its business and fund acquisitions.

Windfall gains from building society floatations may have helped the growth in the European charter holiday market highlighted by RAA. The airport group said its seven UK airports saw an annual traffic increase of 8.3 per cent in June.

One trader said the rise was "way above most analysts' forecasts" and showed good growth at regional airports. BAA shares rose 12% to 578.4p.

The strike at British Airways is seen as unlikely to affect BAA unless prolonged.

PSD Group, the recruitment group which floated in February at 220p, rose 2 yesterday to 275p, helped by a "buy" note from Charterhouse Tilney Securities. Mr Robert Morton at the broker said the group had considerable scope for growth in large and fragmented markets.

Tate & Lyle was one of Footsie's worst performing shares after the stock shed 17 to 438p following a bearish note from Credit Lyonnais Laing, which shifted to a "sell" recommendation. Ms Sally Jones at the broker said overcapacity in European starch was putting profits at risk.

Skillsgroup, the former P&P, fell 68 to 1263p after it issued a profits warning with its interim results.

Eti Tinto lifted 16 to 210.23% in the registered shares, with support from a firm copper price.

Galen Holding made its market debut in the pharmaceuticals sector yesterday. The shares, which were issued at 150p, leapt to an initial 19 per cent premium and closed at 205.4p on turnover of 4.7m shares.

Demand from institutions, particularly investors in Ireland, boosted the Northern Ireland-based company. Galen raised 230m and said it would use the proceeds to expand its business and fund acquisitions.

Windfall gains from building society floatations may have helped the growth in the European charter holiday market highlighted by RAA. The airport group said its seven UK airports saw an annual traffic increase of 8.3 per cent in June.

One trader said the rise was "way above most analysts' forecasts" and showed good growth at regional airports. BAA shares rose 12% to 578.4p.

The strike at British Airways is seen as unlikely to affect BAA unless prolonged.

PSD Group, the recruitment group which floated in February at 220p, rose 2 yesterday to 275p, helped by a "buy" note from Charterhouse Tilney Securities. Mr Robert Morton at the broker said the group had considerable scope for growth in large and fragmented markets.

Tate & Lyle was one of Footsie's worst performing shares after the stock shed 17 to 438p following a bearish note from Credit Lyonnais Laing, which shifted to a "sell" recommendation. Ms Sally Jones at the broker said overcapacity in European starch was putting profits at risk.

Skillsgroup, the former P&P, fell 68 to 1263p after it issued a profits warning with its interim results.

Eti Tinto lifted 16 to 210.23% in the registered shares, with support from a firm copper price.

Galen Holding made its market debut in the pharmaceuticals sector yesterday. The shares, which were issued at 150p, le

WORLD STOCK MARKETS

Highs & Lows shown on a 52 week basis

INDICES

	Jul 10	Jul 9	Jul 8	High	1997		
					Low		
Argentina Censo(2/1/277)	M	(1) 23714.79	23714.79	97	0.00 97		
Australia							
All Ordinaries(1/1/80)	2694.4	2585.1	2579.2	2455.9	37	2252.3	114
All Mktg(1/1/80)	833.5	848.9	831.1	827.5	242	831.10	97
Austria							
Credit Austria(3/1/264)	437.28	441.68	438.31	401.05	97	374.40	97
Stoxx Index(2/1/81)	1265.20	1308.40	1301.40	1268.48	97	1130.22	97
Belgium							
BEL 30(1/1/81)	2488.81	2500.22	2493.21	2304.47	77	1871.05	21
Brazil							
Bovespa(2/1/63)	M	(1) 136717.8	136177.30	97	8885.98	27	
Canada							
Montreal Mkt-4(1975)	84 5061.81	5110.85	5081.78	103	4945.98	114	
Composite(4/1973)	84 5574.98	5520.80	5508.30	37	5576.38	144	
Portfolio(2/1/83)	84 3324.00	3366.73	3345.14	37	2949.02	114	
Chile							
IPC Bmf/F(1/1/80)	M	5331.89	5338.09	5306.71	47	4812.42	21
Denmark							
Copenhagen(2/1/63)	618.23	612.25	608.37	616.23	197	478.14	21
Finland							
HIX General(2/1/20)	3371.04	3402.35	3347.51	3402.35	97	2483.38	21
France							
S&P 250(3/1/12/80)	1913.58	1922.23	1918.35	1922.23	97	1533.18	21
CAC 40(1/1/12/87)	2623.08	2650.56	2629.81	2650.56	97	2258.97	21
Germany							
FZ Aktien(3/1/268)	1349.54	1369.93	1351.89	1368.08	97	1062.21	21
Commerzbank(1/2/63)	5078.7	4822.2	5060.00	4822.28	97	3858.98	21
DAX(3/1/12/87)	3592.38	4055.08	4055.40	4055.08	97	2944.77	21
Greece							
Atena 85(3/1/12/80)	1575.30	1576.33	1548.18	1727.20	236	954.84	21
Hong Kong							
Hang Seng(3/1/76)	14693.23	14703.73	14702.17	15766.76	277	12085.17	34
India							
BSE Sensex(1979)	4278.37	4404.69	4306.20	4404.68	97	3225.91	21
Indonesia							
Nestle Comp.(10/86)	728.15	738.13	740.03	740.03	97	531.27	154
Ireland							
SEI Overday(1/1988)	3400.59	3404.53	3402.84	3400.59	107	2725.07	21
Italy							
Italca Comm Bnl(1973)	885.22	873.00	884.46	823.98	97	642.55	21
Italy Consorzio(2/1/97)	1302.0	1312.0	1298.0	1312.00	97	981.00	21
Japan							
NIKKEI 225(16/5/92)	19754.78	19897.17	19831.88	20081.07	165	17393.85	197
TOPIX(1/1/92)	280.42	288.67	280.50	302.54	266	251.04	271
South Korea(1/4/92)							

INDEX FUTURES

US INDICES

NEW YORK STOCK EXCHANGE PRICES

4 pm close July 1

BE OUR GUEST.

When you stay with us
in VALLETTA (Malta)



